DOCUMENT RESUME

ED 306 408 CE 052 372

TITLE Building Bridges through Information. Summary of the Annual National SOICC Conference (11th, Charleston, South Carolina, July 25-27, 1988).

INSTITUTION Interstate Conference of Employment Security Agencies, Inc., Washington, D.C.; National Association of State Career Development/Guidance Supervisors.; National Occupational Information Coordinating Committee (DOL/ETA), Washington, DC.

PUB DATE Jul 88

NOTE 102p.

PUB TYPE Collected Works - Conference Proceedings (021) -- Viewpoints (120) -- Reports - Descriptive (141)

EDRS PRICE MF01/PC05 Plus Postage.

DESCRIPTORS Adult Education; Career Counseling; Career Development; Career Education; *Career Guidance; Conference Proceedings; Educational Planning; High Risk Students; Information Services; *Information Systems; Labor Market; *Occupational Information; Online Systems; Postsecondary Education; Secondary Education; Vocational Rehabilitation

IDENTIFIERS *Career Information Systems; *State Occupational Information Coordinating Comm

ABSTRACT

These proceedings include National Occupational Information Coordinating Committee (NOICC)/State Occupational Information Coordinating Committee (SOICC) awards, attendance lists, exhibitors, and a copy of the program. Summaries (often very brief) of the following presentations are provided: "Keynote Address: Development Report Card of the States" (Friedman); "Legislative Update" (Strumpf, Raley); "To Live or Die" (Langdale); "Marketing the OIS (Occupational Information System) and Recouping Your Costs" (Hargis, Racicot); "National Career Development Guidelines Demonstration Models" (Miller et al.); "Computerized Adaptive Testing--the Armed Services Vocational Aptitude Battery" (Lancaster, Martin); "New OES (Occupational Employment Statistics)/SOC (Standard Occupational Classification) Based CIDS (Career Information Delivery System) Database" (Morgenthau, Barnett); "OIS Applications from a Community College Perspective" (McMillan et al.); "Use of the National Career Development Guidelines with State and Local Funding" (Sherer et al.); "New Hampshire Economic Development Data System" (Racicot et al.); "Military Career Information Resources" (Lancaster, Wright); "OIS Applications: Training Issues and Approaches" (Cosgrove et al.); "Brokering CIDS from Many Vendors" (Racicot); "The Changing Service Sector" (Kutscher); "New Resources: OVIS II and DAT--the SOICC Connection" (Griffin, Fortner); "Vocational Rehabilitation--a New CIDS File" (Kendall, Reddaway); "Single Audit Act" (Brustein); "How to Unleash People Power" (Bertram); "Sales Techniques and Results (STAR) Course" (Schwallie-Giddis, Rafferty); "Welfare Reform" (Williams); "New CIDS States: 1987-88 Start-Up" (Sullivan et al.); "Personal Responsibility Makes Things Happen" (Bertram); "Vocational Rehabilitation and CIDS" (Thomas, Caston); "Workforce 2000: Building Awareness" (Walker, Ethredge); "Dictionary of Occupational Titles and the National Crosswalk Service Center" (Hawks et al.); "Technological Change and the Global Economy" (Dixon, Munger); "Innovative Additions

or Enhancements to Micro-OIS" (Raithel, Soll); "ACE Consortium Products" (Angle, Watson); "Employ Illinois" (Jackson, Cohen); "Addition of the Training and Occupation/Industry Modules to the OIS" (Olin et al.); "Inner-City and At-Risk Population Groups" (Markley et al.); "Civilian Training Inventory (CIVTRAIN)" (Ollis et al.); "Testing Occupational Performance (TOP)" (Broman); "Using a CIDS with At-Risk Youth: Development of a Planning Model" (McKinlay); "Development of Wage Data" (Nazer et al.); "Improve Career Decision Making (Inservice)" (Woodhouse et al.); "How to Use Labor Market Information in Planning" (Harrington); and "Workforce Demographics: Implications for Social Policies Related to Career Development" (Hoyt). (YLB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED306408

BUILDING BRIDGES THROUGH INFORMATION

Eleventh Annual
National SOICC Conference Summary

SOICC Directors and Committee Members

The Interstate Conference of Employment Security Agencies LMI Committee

National Association of State Career Development/Guidance Supervisors

The Omni Hotel
Charleston, South Carolina
July 25-27, 1988

CE052372

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☑ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

J. Lester

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

PREFACE AND ACKNOWLEDGEMENTS

The Eleventh Annual National SOICC Conference was held at The Omni Hotel, Charleston, South Carolina on July 25-27, 1988, and hosted by the South Carolina State Occupational Information Coordinating Committee (SOICC). The meeting was jointly sponsored by the Interstate Conference of Employment Security Agencies (ICESA) Labor Market Information Committee and the National Association of State Career Development/Guidance Supervisors (NASCD/GS).

The plenary sessions all focused on the theme, "Building Bridges through Information." These Proceedings contain a summary of presentations, NOICC/SOICC awards, attendance list, exhibitors, and a copy of the conference program. The presentations are organized by the day and time presented.

The conference program was planned by a committee consisting of the following from the NOICC/SOICC Network, the NASCD/GS and ICESA: Carol Kososki and Angeleen Hunter, South Carolina SOICC; Nancy Hargis, Oregon SOICC; Ted Popoff, Indiana SOICC; Victor Racicot, New Hampshire SOICC; Stan Butterworth, Arizona SOICC; Mary Beth McCormac and Betty Nicholson, NOICC; Evelyn Lavaty, NASCD/GS; and Gary Crossley, ICESA. We appreciate the time, thought and energy provided by the planning committee, especially that of Carol Kososki, Angeleen Hunter and the South Carolina SOICC.

Conference evaluations from veterans and newcomers alike affirmed that the NOICC/SOICC Network is playing a unique role in "Building Bridges through Information." The Conference's opportunities for networking were highlights for some, and the program mix for others: "I liked the mix of inspirational, how-to-do, sales talks ... picked up some good ideas, made some good contacts." Nearly all of them endorsed the co-sponsorship of the Conference by NOICC, ICESA, and NASCD/GS as an effective means to build bridges among and between agencies and programs: "Co-sponsoring reinforces our linking/networking activities!" For the many who wrote that there were too many interesting things going on at once, these Proceedings will help catch up on what was missed. Our thanks to those who took the time to complete the conference evaluations, for it helps us plan future conferences that respond to Network members' needs.

All the presenters, and particularly the speakers for the plenary sessions, deserve to be acknowledged. The NOICC/SOICC Network appreciated the efforts of all who worked to make the Eleventh National SOICC Conference a success.

Juliette Noone Lester

JULIETTE NOONE LESTER
Executive Director
National Occupational Information
Coordinating Committee

TABLE OF CONTENTS

SUMMARY OF PRESENTATIONS

KEYNOTE ADDRESS: DEVELOPMENT REPORT CARD OF THE STATES 1

LEGISLATIVE UPDATE 3

LUNCHEON ADDRESS: TO LIVE OR DIE 4

MARKETING THE OIS AND RECOUPING YOUR COSTS 4

THE NATIONAL CAREER DEVELOPMENT GUIDELINES DEMONSTRATION MODELS 5

COMPUTERIZED ADAPTIVE TESTING-THE ARMED SERVICES VOCATIONAL APTITUDE BATTERY -ASVAB . . 5

NEW OES/SOC-BASED CIDS DATABASE 6

OIS APPLICATIONS FROM A COMMUNITY COLLEGE PERSPECTIVE 6

USE OF THE NATIONAL CAREER DEVELOPMENT GUIDELINES WITH STATE & LOCAL FUNDING 8

NEW HAMPSHIRE ECONOMIC DEVELOPMENT DATA SYSTEM (NEDDS) 8

MILITARY CAREER INFORMATION RESOURCES 9

OIS APPLICATIONS: TRAINING ISSUES AND APPROACHES 9

BROKERING CIDS FROM MANY VENDORS 11

THE CHANGING SERVICE SECTOR 11

NEW RESOURCES 11

SINGLE AUDIT ACT 12

HOW TO UNLEASH PEOPLE POWER 13

SALES TECHNIQUES AND RESULTS (STAR) COURSE 14

WELFARE REFORM 14

NEW CIDS STATES: 1987-88 START-UP 15

PERSONAL RESPONSIBILITY MAKES THINGS HAPPEN 16

VOCATIONAL REHABILITATION AND CIDS 17

WORKFORCE 2000: BUILDING AN AWARENESS 17

DICTIONARY OF OCCUPATIONAL TITLES (DOT) AND THE NATIONAL CROSSWALK SERVICE CENTER . . . 18

TECHNOLOGICAL CHANGE AND THE GLOBAL ECONOMY 21

INNOVATIVE ADDITIONS OR ENHANCEMENTS TO THE MICRO-OIS 23

ACE CONSORTIUM PRODUCTS 24

EMPLOY ILLINOIS 25

ADDITION OF THE TRAINING AND OCCUPATION/INDUSTRY MODULES TO THE OIS 26

INNER-CITY AND AT-RISK POPULATION GROUPS 27

CIVILIAN TRAINING INVENTORY (CIVTRAIN) THE USE OF OIS TRAINING DATA BY THE NAVAL RESERVE 28

TESTING OCCUPATIONAL PERFORMANCE (TOP) 29

USING A CIDS WITH AT-RISK YOUTH: DEVELOPMENT OF A PLANNING MODEL 30

DEVELOPMENT OF WAGE DATA 30

IMPROVE CAREER DECISION MAKING (INSERVICE) 31

HOW TO USE LABOR MARKET INFORMATION IN PLANNING 32

WORKFORCE DEMOGRAPHICS: IMPLICATIONS FOR SOCIAL POLICIES RELATED TO CAREER DEVELOPMENT 32

1988 NOICC AWARDS PRESENTATION

1988 NATIONAL SOICC CONFERENCE ATTENDANCE LIST

1988 NATIONAL SOICC CONFERENCE EXHIBITORS

1988 NATIONAL SOICC CONFERENCE PROGRAM

Summary of Presentations

KEYNOTE ADDRESS: DEVELOPMENT REPORT CARD OF THE STATES

Robert Friedman

The Development Report Card is designed to help states begin a diagnosis of their economies, to determine how they are doing now and whether they have the resources and the partnerships in place that will serve as the building blocks for their future economic growth.

Under the new rules of global economic competition, businesses win by adding value. It is this characteristic of creating incremental increases in value that best defines the businesses that are succeeding in today's economy, not whether they are big or small, old or new. Likewise, commitment to adding value is what distinguishes the states that are leaders in the 1988 Development Report Card for the States.

The corporation for Enterprise Development's study grades every state on four indexes that together comprise state "economic climate": the Performance Index, the Business Vitality Index, the Capacity Index, and the Policy Index. The inclusion of subindexes within these main indexes means that over 100 individual economic and policy measures are examined:

The Big Picture: The Summary Results

The Leaders

Connecticut, Massachusetts, Maryland, Minnesota, New Jersey, Vermont

The states in the Northeastern "megalopolis"--the heavily urbanized and developed stretch of the East Coast from Maryland to Main--continue to set the pace in the nation's race to the economic future, just as they did last year. Employment and income continue to rise, businesses continue to grow, and the states themselves are continuing to invest in future growth, not content to "coast." This year, five of the six states that earned nothing less than a B on the Report Card are from this booming area. Only Minnesota is from outside the region.

The Contenders

California, Delaware, Maine, Pennsylvania, Virginia, Washington, Wisconsin

The next tier of states includes those with only one grade below an A or B. Some of these states in the second tier are among the up-and-coming states in the nation, while others are long-term economic stalwarts working hard to address the challenges of a changing economy.

The Pack

The twenty-five states found in "the pack"--each earning C's or worse in at least two of the Indexes--come in several different varieties:

Arkansas, Florida, Indiana, Michigan, New York, North Carolina, Ohio, Oregon, South Carolina, West Virginia

Most encouraging are a handful of states found mostly in the industrial Midwest and the New South that are generally lagging behind the top states in economic performance, but have established policies and investment commitments to turn their economies around. These states--all of which earn either an A or B in the Policy Index--could very well be the "new challengers" in the years to come.

New Hampshire, Rhode Island

Also in "the pack" are states which are best described as "coasting." These states tend to have well-performing economies but weak foundations. They lag other states in the policies and investments in capacity-building needed to power their own growth. Most prominent here are New Hampshire and Rhode Island, which largely benefit from their proximity to the robust Boston metropolitan area.

Arizona, Colorado, Georgia, Hawaii, Illinois, Missouri, Utah

A notch below these coasting states are several that display average or slightly better economic performance, but average to weak efforts in development policies.

Alaska, Iowa, Kansas, Montana, New Mexico, Texas

Finally, in "the pack" are a number of states hard hit by recent economic shocks, that are beginning to put policies in place but can do more.

The Trailing States

Alabama, Idaho, Kentucky, Louisiana, Mississippi, Nebraska, Nevada, Oklahoma, South Dakota, North Dakota, Tennessee, Wyoming

Bringing up the rear are states with three grades of either D or F or states with at least two grades of D or F and no grades above a C. These include several rural states--remote from centers of economic activity, many highly dependent upon energy development and other commodity industries and, in the case of the Southern states, still trying to overcome a legacy of poverty. These rural states tend to have little value-added in their economies. Several of the rural energy and commodity-producing states have essentially "colonial" economies: they export raw materials and import finished goods. While commodity prices were high, these states thrived. But when the prices collapsed, they were left unprepared for the challenge of rebuilding and diversifying.

What ties these trailing states together is an absence--of either the kinds of investments in future development capacity needed to get them through these difficult times or, for many, the kind of development policies that would help them out of their current predicament. Many of these states held similar rankings last year and appear to have made little progress in the race for the future.

LEGISLATIVE UPDATE

Barry Strumpf and Gordon A. Raley

This presentation focused on funding developments associated with occupational and labor market information and guidance and counseling programs. Additionally, legislative initiatives associated with this field were discussed.

LUNCHEON ADDRESS: TO LIVE OR DIE

Dr. Noah Langdale, Jr.

Dr. Langdale said that you live and die every minute according to the way you meet the challenge of your time. He advised that you should identify and meet the challenge, and either succeed magnificently or fail miserably! He also said that having vision is the greatest call to humans today. Your vision is your choice of exercise and action. Choose to be perfect. For your children's sake and the world's sake--perfect yourself. Let your creed be--perfect, I promise you!

MARKETING THE OIS AND RECOUPING YOUR COSTS

Nancy Hargis and Dr. Victor Racicot

As the demand for SOICC products increases, many states are investigating new marketing techniques and are charging users for publications and services. This session was an open forum on these issues, with the New Hampshire and Oregon SOICC directors describing methods they are using to recover costs of publications and the OIS. Nancy Hargis described the Oregon cost recovery program for the OIS, in which state agencies not contributing to the operation of the OIS and the public sector are charged for publications and the Micro-OIS. Publication costs range from $10 to $40, training costs from $75 to $150 per day, and the Micro-OIS is sold for $200, a fee comparable to that being charged in Washington and Missouri, among other states. Victor Racicot described two publications, 1987 Wages for New Hampshire and 1987 Fringe Benefits for New Hampshire which are being sold for $50 each through the SOICC and Employment Service. The SOICC and Employment Service believed these to be marketable products, and they have proven to be excellent examples of a public/private partnership. Business and industry associations provided the staff time for wage and benefit data collection and assisted with printing the publications, and $5,000 of state general funds was available to cover initial costs. Employers who participated in the wage and benefit survey received free copies of each book. Sales receipts have been returned to the associations to reimburse them for costs incurred in conducting the survey, and to date, revenue has exceeded $12,000. One of the major discussion questions raised was how to handle revenue within

a public agency, where traditionally revenue is placed into a general fund, and program operators do not have access to it. In Oregon, a separate fund ledger was established into which revenue is deposited, and against which publication and staff time can be charged.

THE NATIONAL CAREER DEVELOPMENT GUIDELINES DEMONSTRATION MODELS

Dr. Frank Miller, Dr. Tom Rocks, Colett Branch Cross, Dr. James Hirschinger, and Robert Nicklos

As part of the National Guidelines initiative four states received two-year NOICC Special Purpose Grants to develop local demonstration models. Representatives from the local sites reported on their activities, accomplishments, and difficulties during the first year. The first year was a planning year in which sites organized for implementation of comprehensive career guidance and counseling programs. The major activities were conducted by the steering committee and other members of the guidance team. These included: form an advisory committee, identify benefits, conduct needs assessment, finalize local standards and develop scope and sequence. Several of the sites have begun to write career guidance curriculum and provide needed inservice training to counselors and teachers. These later activities have occurred most successfully during the summer months. The sites agreed that the process is time-consuming but they are looking forward to revising their programs during the coming year.

COMPUTERIZED ADAPTIVE TESTING-THE ARMED SERVICES VOCATIONAL APTITUDE BATTERY (ASVAB)

Dr. Anita R. Lancaster and Dr. Clessen J. Martin

This session described DOD efforts to develop a computerized adaptive test which would replace the Armed Services Vocational Aptitude Battery (ASVAB). Dr. Anita Lancaster of the Department of Defense described the background of the project, including past DOD recruiting efforts and the development of the student testing program. Dr. Clessen Martin, the Navy research psychologist directing the CAT-ASVAB project, then provided CAT-ASVAB research to-date and a demonstration of an adaptive aptitude test.

NEW OES/SOC-BASED CIDS DATABASE

Eleanor Morgenthau and Liz Barnett

The recommended structure for occupations in a CIDS is the SOC, while the OES structure is used in an OIS. The new compatibility between the OES and SOC now makes it possible to use OES occupations in a CIDS, creating a direct link between a CIDS and the OIS in any state. The OIS-CIDS linkage allows the use of common data items and it lets users easily cross back and forth between the systems. This workshop described the exemplary methodology for the CHOICES national OES/SOC data base, a methodology that could be used in any CIDS in any state.

OIS APPLICATIONS FROM A COMMUNITY COLLEGE PERSPECTIVE

Virginia McMillan, Dr. Rudolfo Garcia,
and Joseph Dockery-Jackson

This session featured three speakers from Illinois, which has a statewide system of fifteen community colleges and has produced a publication titled, "Labor Market Information: A Community College Planning Guide". The presenters were Virginia McMillan from the State Community College Board, Dr. Rodolfo Garcia of the City Colleges of Chicago system, and Joe Dockery-Jackson of Black Hawk Community College. Each presenter discussed the uses of OIS data, its benefits, and some of the specific problems or unmet needs they still have.

Uses: 1) Approval of new programs: 2) review of existing programs (1/5 of existing programs are reviewed by the State each year): 3) special studies on areas of policy concern: Chicago uses three elements from the OIS for program review criteria.

Benefits: 1) OIS provides a consolidated and comparable source of supply/demand data for use by each institution and all levels--local, regional and State: 2) provides some concrete criteria for reviewing/evaluating programs: 3) identifies other related programs and occupations: 4) eliminates need for many employer surveys: 5) enables administration to be proactive, rather than waiting for the impetus for program changes to come from faculty or an advisory group.

Problems/Needs: 1) Want more information on the actual level of training needed for occupations: 2) want more information on new or changing occupations, also specialties are hidden within broader occupational categories: 3) need better training on data sources and limitations for a wider groups of users, perhaps it would help to provide numbers that would give an error range or correction factor: 4) would like a better feel for what is really available job-ready supply, based on placement data if possible, and a feel for the contribution of other sources of non-institutional supply.

The community college system in Illinois consists of fifty colleges located throughout the state. The colleges offer comprehensive programs including baccalaureate/transfer degree programs, occupational degree and certificate programs in 242 discrete program areas, vocational skills courses for retraining and upgrading, remedial education for those students needing additional preparation in order to succeed in post-secondary education, adult basic and adult secondary education for adults who have not completed high school, and general studies degree programs and courses. The need for accurate and current labor market information is vital in assessing the need for new programs and for determining the need for the continuation of economic development activities. The Occupational Information System (OIS) is providing this much needed information. Three perspectives on using the OIS were presented. The first outlined the uses of OIS by the state coordinating board. These included determining the need for new programs, determining the need to continue existing programs, analyzing the data in special studies, and using the data for statewide planning purposes. The second outlined the uses in a large urban multi-college district. The focus was on how OIS data are used to support decision making about new and existing programs. The third outlined the use of OIS in the development of a locally produced "Guide to Employment Opportunities" which highlights projected activity in identified occupational clusters using projections generated by OIS for both the State and the local community college district. Suggestions for interpreting the data to identify opportunities for training programs are provided in the Guide. Each speaker cited the value and limitations of the OIS database.

USE OF THE NATIONAL CAREER DEVELOPMENT GUIDELINES WITH STATE & LOCAL FUNDING

Robert Sherer, Gertrude Bonaparte, Jan Olson,
Randy Eubank, and Kim Holloway

Three states who bid on the competitive NOICC demonstration model grants but were not awarded Federal grants, pursued implementation this past year with state and local funds. All states have basically followed the plans in their original proposal that included strong pilot sites. All three states plan to add additional pilot sites during the coming year. These states all participated in the same 3-day inservice sponsored by NOICC in January-February 1988. Arizona has a state mandate in place, Iowa has guidelines, and Michigan is moving toward exit competencies (skills students will have by high school graduation). Marana High School (Arizona) has just completed its guidance curriculum. Michigan is working on a state implementation guide using ideas from the National Guidelines and other states. Iowa just received a NOICC grant for setting state standards using the National Guidelines.

NEW HAMPSHIRE ECONOMIC DEVELOPMENT DATA SYSTEM (NEDDS)

Dr. Victor Racicot, Lauri Ostrander,
Paul Nagy, and Gene Jurado

Orientation to the development and use of an interactive, micro-computerized economic development data base - NEDDS. Searches done for Buildings, Industrial Parks, Sites and/or Community Profiles. Data reports printed out on over 1000 listings.

Demonstration of the system conducted by Research Analyst Lauri Ostrander and Data Processing Manager Paul Nagy, both from the New Hampshire Department of Economic Development. System development and programming discussed by Gene Jurado from WORC, Colorado.

Project conceptualization and coordination discussed by Victor Racicot, Director, SOICC of New Hampshire.

MILITARY CAREER INFORMATION RESOURCES

Dr. Anita Lancaster and Gregg J. Wright

This workshop provided a status report on DoD-sponsored projects concerning occupational and career information development, guidance, and labor market information. Two military career information publications were discussed: Military Career Guide 1988-89 and Military Career Paths. Planned revisions to the Armed Services Vocational Aptitude Battery (ASVAB) were described, including revised score reporting. A 1991 release date is expected. A nationwide program to provide technical assistance and funding to interested CIDS was described, concerning adoption of a methodology for using ASVAB scores as aptitude search variables, in place of self-estimates of aptitude. Planned use of an occupational crosswalk between military and 1990 Census occupational codes, to allow military respondents to the 1990 Census to be counted with their counterpart civilian occupational group, was described.

OIS APPLICATIONS: TRAINING ISSUES AND APPROACHES

John Cosgrove, Bruce Steuernagel, and David Allen

John Cosgrove, SOICC Director from Minnesota, discussed and shared sample overheads used in seven introductory Micro-OIS seminars conducted by a team of himself and two other trainers, following the ICDM training model. The sessions were held to launch the Micro-OIS and implement its use in Minnesota. A catchy brochure was developed to encourage participation at the sessions, and attendance was good. Mr. Cosgrove also described the results of formal and informal feedback from the participants, obtained through an evaluation form and in conversations. These findings will be used in developing hands-on user training sessions scheduled for the Fall.

David Allen, Coordinator of the Occupational Information Unit for the Oregon Employment Division, described efforts to provide customized training designed to meet the specific needs of various user groups. The training is based on information available from the established Oregon OIS, which

is delivered in several ways--via Micro-OIS, a publication called OPPS - "Occupational Program Planning System", and through specialized runs. Among the Oregon user groups are Vocational Rehabilitation, Workers' Compensation, Vocational Education (used for program approval), Welfare programs, and Economic Development. Mr. Allen described how he has developed methodologies for using data in decision making or program development specific to the audience, going beyond simply explaining OIS data sources to address real, practical problems.

TRAINING ISSUES AND APPROACHES - JOHN COSGROVE

The Minnesota SOICC sponsored a series of seven marketing seminars, or Micro/OIS demonstrations during Spring, 1988. The purposes for conducting the seminars, approximately six months prior to operationalizing the OIS, were as follows:

1. Introduce the OIS to state and local agency staff throughout Minnesota.
2. Solicit feedback from prospective users about the system and their need for training.
3. Sustain interest in the OIS while awaiting full implementation.

Approximately 400 participants were invited to the seminars, 189 pre-registered and 140 attended the five-hour demonstrations.

The evaluations were generally positive and 84 percent of the participants responded that they planned to attend formal user training in the Fall. We learned a number of lessons from the feedback received at the seven seminars including the following:

1. The need for user training in LMI is as great as ever.
2. The multi-agency approach to user training is as effective for OIS training as it is with the ICDM program.
3. The most urgent need for LMI and the OIS among users is to support new program development.
4. Continue improving OIS analysis and solicit user input to that analysis.

The trainer prepared a written report on the seven seminars which is available from the Minnesota SOICC.

BROKERING CIDS FROM MANY VENDORS

Dr. Victor Racicot

New Hampshire discussed how COIN, GIS and CHOICES co-exist in the state without the SOICC involvement other than to establish a "Broker" for all systems. This was accomplished using the Office of the National Diffusion Network Coordinator for New Hampshire, who serves as a discount broker for GIS and CHOICES, lowering the cost to "member" schools by hundreds of dollars.

THE CHANGING SERVICE SECTOR

Ronald E. Kutscher

We are increasingly aware that our economy is becoming more service-oriented. I will explore some implications of that change. I will do that for an historical period, primarily 1972-86, and also look at the future using the 2000 Projections prepared by the Bureau of Labor Statistics. Further, the shift to a service economy is changing the industrial and the occupational structure of the U.S. economy. In my remarks I will examine the more important dimensions of both of these changes. In addition I will discuss some of the more important aspects of these changes for education and employment policy.

NEW RESOURCES

OVIS II & DAT--THE SOICC CONNECTION

Jonnie Griffin and Nancy Fortner

All 9th grade students in Alabama (approximately 59,000) are administered OVIS II and DAT. Special resource materials have been developed and the SOICC CIDS modified to enhance career/education exploration using test results.

VOCATIONAL REHABILITATION -- A NEW CIDS FILE

Christine Kendall and Susan Reddaway

A new file is being added to CIDS to allow Vocational Rehabilitation clients to receive localized/individualized agency listings for appropriate services. The Interpersonal Adjustment Program for Employability at the Roosevelt Warm Springs Institute for Rehabilitation was discussed.

SINGLE AUDIT ACT

Michael L. Brustein

The Single Audit Act of 1984 (P.L. 98-502) and the Office of Management and Budget implementation guidelines, Circular A-128, necessitate that greater attention be focussed on the audit activity than has previously been required. The National and State Occupational Information Coordinating Committees (SOICC) are impacted by the Act in that SOICC's must comply with the provisions and NOICC must ensure their compliance or impose sanctions.

The major provision of the Act, highlighted by the workshop, requires State and local governments that receive $25,000 or more a year in Federal grant funds to have an audit made for that year. Failure to comply with this requirement could result in the imposition of sanctions that include the suspension of Federal funding until the audit is made. It was made clear that SOICC's must spend grant funds strictly in accordance with their approved annual plans. To spend funds for unauthorized purposes could result in audit exceptions that would be the responsibility of the SOICC to reimburse to the Federal Government. SOICC's also were informed that for purposes of audit, grant records must be retained for a period of 5 years.

Further discussion focussed on the ownership and disposal of equipment purchased with Federal grant funds. Equipment costing less than $1,000 may be retained or sold or otherwise disposed of by the grantee with no obligation to the Government. Equipment costing in excess of $1,000 involved other disposal procedures and reimbursement of the Federal Government from the proceeds. This type of activity would be reflected in an audit, and improper management of it could, again, be the basis for an audit exception.

HOW TO UNLEASH PEOPLE POWER

Dr. Burt Bertram

Teams are performance champs! How are they created - what, exactly, is the teamwork magic? This stimulating and thought-provoking talk outlined the essential people power components of team building and described how listening and communication makes teams come alive.

Dr. Bertram's presentation centered on his view of the six basic elements of team building:

(1) Belonging - Do what you can to bring others into a feeling of belonging to your team. Help others become a team number. Open the door.
(2) Purpose - Know what the organization is all about and how you fit in. Know what the big picture is--the organizational goals. Purpose also includes believing, caring or harmony in what you see as your purpose and the purpose of the organization.
(3) Communication - Communication is the lifeblood of any organization. It is the link that exists between you and every person on your team. Effective teams recognize that "pinches" are inevitable and everybody on the team is on the "need to know list." Information is power. All team members need access to it.
(4) Accountability - Accountability is the acid test of team building. It is tied into harmony of purpose -- supporting each other, not looking to catch each other doing something wrong.
(5) Rewards and Sacrifices - Everyone keeps score. Little rewards, along the way, are essential to effective team building.
(6) Integrity - Honesty, sincerity and a sense of fair play, coupled with consistent behavior, help mold a strong team spirit.

Teams are able to unleash the personal power inside all of us.

SALES TECHNIQUES AND RESULTS (STAR) COURSE

Pat Schwallie-Giddis and Tom Rafferty

The State Coordinator for Career Guidance/Development in Florida, Pat Schwallie-Giddis, in conjunction with the National Alliance of Business, Tom Rafferty, presented the Sales Techniques and Results (STAR) program. This program was developed by the National Alliance of Business in collaboration with IBM, McGraw-Hill Training Systems and Wilson Learning Corporation. It is a comprehensive training course designed to train job developers and occupational placement specialists with the tools for increasing job placement. STAR is also designed specifically for people who are involved in securing unsubsidized, private sector employment for economically disadvantaged, handicapped or hard-to-employ workers.

The Florida Department of Education selected Dade County Public Schools as a pilot site for the implementation of STAR. Workshop participants were to include Dade County Public Schools occupational placement specialists and vocational job development specialists, and job developers selected by the Private Industry Council (PIC) of South Florida. Workshop activities included the use of a comprehensive STAR notebook, lectures, videos, simulation role playing and a computer generated individual Miller Social Style Profile analysis developed by the Wilson Learning Corporation for each workshop participant. The statewide coordinator placement and follow-up in Florida designed and developed pretest and post-test evaluation instruments based on the stated STAR program objectives to assess how the twenty-eight workshop participants evaluated the three-day, twenty-four hour inservice workshop. Copies of the evaluation report were available at the end of the session.

WELFARE REFORM

Carl Williams

The GAIN program is labor market demand driven. Each county,as part of its planning process, must, among other things, determine local labor market demand. Along with participant needs assessment and a local resource inventory,

the county designs its GAIN plan to prepare participants for the demand occupations. In addition to basic education, job search, and vocational assessment, most participants will complete vocational training in demand areas. Vocational training will be provided by ROP's, Adult Schools, High Schools, Community Colleges, for-profit and non-profit training organizations. Vocational trainers paid by GAIN will be under fixed price performance contracts which in addition to training, require placement and retention as a condition of payment. The quality of labor market surveys has been mixed in the early years but is improving under a State/Local cooperative effort supported by the California Occupational Information Coordinating Council (COICC), the California Employment Development Department (EDD), State Job Training Coordinating Council (SJTCC),and virtually all local labor market information users.

This new approach known as the State/Local Cooperative LMI Project is not only providing detailed occupational demand information to all users (in forms they can use) but is providing information on a community level never before available. In addition, COICC is developing methods to inventory the occupational supply in local labor markets. When used in conjunction with demand data both participants and program managers are able to make very accurate vocational training decisions.

County GAIN plans including labor market assessments must be updated annually. The supply and demand approaches under development, if used throughout the State, will more than meet GAIN requirements and will provide state-of-the-art labor market information to all users. The next step is coordinating training activities among users so as to avoid duplication and over-supply.

NEW CIDS STATES: 1987-88 START-UP

Don Sullivan, Liz Barnett, Valorie Hopkins,
and Fritz Fichtner

This session included presentations from four States that have started CIDS programs in the last year with assistance of NOICC grants. State presenters described the challenges and accomplishments of putting together systems currently providing automated career information at more than 450 sites.

PERSONAL RESPONSIBILITY MAKES THINGS HAPPEN

Dr. Burt Bertram

Every human situation requires "leadership" to make things happen. This workshop presented the essential ingredients of leadership along with some practical guidelines for their development and use.

Personal responsibility requires that you invest yourself. It begins with an awareness of what's going on. Assessing personal responsibility means that you make better use of your time. It requires that you be slow to anger, patient.

Personal responsibility begins with awareness. This is the data gathering stage. By having information, you are in a position to make a choice. I choose, therefore, I will. This is enactment.

Assuming personal responsibility for the successful outcome of an uncertain, imperfect situation is leadership. True leadership means taking care of the people at the same time you do the job. It requires creating a balance. Leadership means treating workers as partners, rather than hired hands.

Leaders provide vision and direction as to where the organization is going. They communicate with their "partners" that what they're doing is meaningful. Leaders lead by example. They model what they believe in. They are the stabilizing force. Real leaders take action--make a decision, deal with the consequences and move on.

Leadership has an absolute commitment to self-development and growth. Tap into that human spirit that wants to do more. Everybody learns.

Leaders, also, go all the way. They start it, and they finish it. At the same time they cause others to go all the way.

Leaders hold people accountable. They establish agreed upon responsibilities. They see mistakes as opportunities to learn and grow.

Leaders know how to thank and reward. A reward can be a "stroke", opportunity, training, etc.

Leadership is not something you do only on a good day.

VOCATIONAL REHABILITATION AND CIDS

Glenn Thomas and Bill Caston

The Florida CIDS (Florida CHOICES) is utilized within both public and private vocational rehabilitation agencies. This session addressed the perceived roles, implementation strategies, counseling concerns, and formed evaluations of Florida CHOICES for the specialized population served by vocational rehabilitation. During the second part of this session, Mr. Bill Caston presented a videotape from the Mississippi Vocational Rehabilitation Agency for the Blind.

WORKFORCE 2000: BUILDING AN AWARENESS

William "Sonny" Walker and Buck Ethredge

The 1986 National Alliance of Business Report, Employment Policies: Looking to the Year 2000, the Hudson Institute's Workforce 2000 study for the U.S. Department of Labor and other analyses point up both the opportunity and danger to our economy and society over the next decade.

On the "opportunity" side the prospects are more jobs will be created than we will have new entrants to the workforce. Thus "full employment", with a concomitant reduction in welfare and other social costs is a very real possibility.

On the "danger" side, however is the prospect we will not have the quality of entry level workers needed to fill the new jobs, over 90% of which will be in information and services, with three out of four of them requiring education and training beyond high school. If we can't fill the jobs within the American labor force they will be filled elsewhere, or by more qualified immigrants.

Key to seizing the opportunity and avoiding economic and social danger is our ability, rapidly, to develop our nation's educational and training capability to a quality level that will make and keep us internationally

competitive. We do not have that quality now. A recent NAB research project documented the "basic skills gap" in present candidates for entry level jobs in business and industry. The gap is widening. We have over 60 million adult illiterates and a rising number of high school dropouts (1 million this year). We are not routinely producing work candidates with the high levels of language, math, science, and reasoning skills needed for the flexible, adaptable quality workforce required to meet productivity and competitiveness challenges in an era of constantly accelerating change.

NAB's research with educators find they generally agree with business about the overall goals of education and about the types of skills needed in the workplace. But few educators acknowledged that the gaps were as severe as business claims.

SOICCs are in a key position to effect a greater sense of reality about the economic and social threat, about the changing nature and requirements of the workplace. Information is essential but the mere distribution of information is not enough. You must interpret it. You must use your positions to build awareness to the nature of the workplace in the Year 2000 where the capacity to adapt, to learn, to grow will be far more important than the possession of temporary expertise. You must be creative in developing ways to get this message across to various audiences dependent on you for accurate guidance....JTPA agencies, school systems,....administrators, teachers, counselors....,to students, unemployed, displaced workers. You are a key to the making of right choices and on making right choices depends the individual future and our society's future.

Mr. Buck Ethredge presented highlights of the U.S. Department of Labor report, "Workforce 2000".

DICTIONARY OF OCCUPATIONAL TITLES (DOT) AND THE NATIONAL CROSSWALK SERVICE CENTER

John Hawks, Kay Raithel, and Steve Rosenow

This workshop was broken into two sections. The first section dealt with the status and future of the Dictionary of Occupational Titles (DOT). The second section covered products and services from the National Crosswalk Service Center.

John Hawks of the Employment and Training Administration, U.S. Employment Service of the Department of Labor discussed the status of the DOT and future plans for the DOT. He talked about ongoing efforts to update occupations in the fourth edition of the DOT including the two supplements to the fourth edition. He discussed plans to release a Fifth Edition of the DOT and future plans to automate and review all current occupations in the DOT.

Kay Raithel of the Missouri Occupational Information Coordinating Committee discussed the DOT from a users perspective. She talked about how the use of the DOT has critical impact on programs not considered directly related to the mandates of the U.S. Employment Service. She discussed how the currency of the data in the DOT effect such diverse efforts as the Career Information Delivery Systems, the units of analysis for the Occupational Information Systems and for disability determination. She discussed how lack of currency and changes in coding for the DOT can have adverse effects on these other efforts.

Steve Rosenow of the National Crosswalk Service Center (NCSC) discussed the changes incorporated into Version 3 of the NOICC Master Crosswalk. He discussed other services and products available from the NCSC, especially products now available to use on micro-computers. He also demonstrated a micro-computer system under development which will allow the user to search the Master Crosswalk on the micro-computer.

DOT Automation: John Hawks

The Dictionary of Occupational Titles is an important source of information for a number of purposes and for a number of reasons. It is generally regarded as an accurate description of occupations as they exist in the economy, and provides information for such purposes as job matching, disability determination, design of training. Because it describes specific occupations, it also serves as a crosswalk between other occupational classification systems.

The DOT is being updated by the Occupational Analysis Field Center network, using more systematic and rigorous procedures than have been followed in the past. In addition, a research program has been instituted which is aimed at improving the speed and rigor of data collection and addressing basic questions regarding occupations.

Automation is having a pervasive impact on the structure of jobs, the kinds of work done, and the structure of occupations. This trend seems to be accelerating because of the increased capacity and decreased cost of Personal Computers. Within the Occupational Analysis system, basic

data entry has become automated, and the system is moving towards telecommunications and networked PCs.

Within the next few years, the importance of the hard-copy of the DOT will take a back seat to a multi-purpose DOT data base which is accessible by computer. A number of electronic media are being considered, but floppies or tape will be used for the next few years. The use of computers to access information will decrease the importance of taxonomies such as the DOT code or the Guide for Occupational Exploration taxonomy.

DOT Update: Kay Raithel

With less than 50 staff nationwide working in the five Occupational Analysis Field Centers, the massive job of updating all the information in the DOT coding structure seems like a "Mission Impossible." Since the NOICC/SOICC network utilizes the DOT data base extensively, we must seek additional funding and staff support to speed this update process. Toward this end, the National Association of SOICCs has passed a resolution to: (1) increase funding for the program by $2.0 million to a level of $3.8 million; (2) provide for a direct appropriation of funds for the program under the Job Training Partnership Act, Section 462(b); and (3) provide a direct line item appropriation under the Wagner-Peyser Act.

While additional funding is being sought, we need to identify DOT occupations which have the most critical need for updating. If there are occupations in career information delivery systems using DOT codes which are clearly providing outdated information, these should be identified and sent to NOICC. NOICC sent a recent memorandum to SOICCs outlining the proper procedure to provide this input.

The move from the use of a DOT industry code to the Standard Industrial Classification (SIC) coding structure is a positive step being used in the DOT update process. The use of the SIC will make the DOT data more compatible with other data bases produced by SOICC member agencies.

Another potential benefit of the DOT data base in its new automated form should be the identification of competencies or skill requirements customarily contained in the DOT narrative description and background materials. Since educational institutions are moving toward competency based curriculum, the ability to relate competencies mastered by individuals with those needed in various DOT occupations should soon be possible in an automated matching procedure.

However, this potential use of the data base must be attended to while the DOT is being fully automated.

TECHNOLOGICAL CHANGE AND THE GLOBAL ECONOMY

Lionel Dixon and Ben Munger

The Canadian Context: Lionel Dixon

Employment and Immigration Canada (EIC) administers the Employment Service and Unemployment Insurance, as well as being responsible for immigration and funding vocational and industrial training and retraining.

The Occupational and Career Information Branch operates within Employment Services in support of its objectives. The role of this Branch is devising occupational classifications and information systems to be used as national standards. It is also active in developing and providing information which can be used in educational and vocational counseling.

Mr. Dixon commented on the importance of career and occupational information in meeting the challenges of the future and proceeded to a discussion of two new systems, the National Occupational Classification (NOC) and JOBSCAN, being developed within his Branch to replace the current Canadian occupational classification.

Accelerating change has become so much a feature of life in the 20th century that discussing change is almost as common place as discussing the weather. Yet the direction of change is not certain or pre-ordained. It depends very much on innumerable personal decisions. These decisions are based to a greater or lesser extent on the information available to individuals. Concern about the quality and availability of occupational information is what brings us together in this conference.

Occupation is, of course, one of the most difficult variables in the social sciences and work is the most poorly understood of life's major past-times. This becomes even more true as work evolves away from concrete thing's oriented activities towards people and data orientations.

Increased investment in education, training and re-training is required to meet the challenges of the future. However,

this investment must be matched by investments in the production and delivery of improved occupational and career information.

Investments in occupational and career information can help to ensure that individuals, employers, students, labor market entrants, displaced workers, counsellors, teachers, and curriculum developers make appropriate, sound decisions affecting their own lives and activities. In total these decisions will combine to shape the course of the future and determine which crossroad the economies of the Western World with follow. To provide improved occupational information is, however, no easy task.

In Canada, the occupational classification system currently in use is called the Canadian Classification and Dictionary of Occupations (CCDO). The problems associated with the CCDO--the limitations of its structure, the multiple purposes it must serve, the need to update it - have resulted in the development of a new concept in occupational classification.

The proposed new National Occupational Classification (NOC) and JOBSCAN are two separate but related and compatible systems being designed to improve on the weaknesses of the CCDO. In contrast to the CCDO, which tries to be all things to all people, the NOC and JOBSCAN will have purposes and functions that are specifically tailored to their individual users.

The NOC will be a new classification system designed to provide a more realistic structure for labor market analysis and other statistical applications.

JOBSCAN is a database composed of worker skills and employer requirements developed to improve the process of labor exchange by forming the basis of a computer-assisted job-worker matching system. JOBSCSAN will also have applications for areas such as training, unemployment insurance and immigration.

JOBSCAN, when instituted, will be able to provide information on skill gaps in the labor market in a way never before possible. It will finally be possible to know, for example, why apparent shortages and surpluses can exist for the same occupations at the same time (e.g., welders). This improved information could lead in turn to more effective skills training and retraining and aid in the process of labor adjustment.

California LMI System: Ben Munger

This presentation examined the impact of the growing global economy and changing technology on the workplace and highlighted implications for occupational information, changing information requirements, and new delivery systems.

Mr. Munger presented an overview of California's newly developed, more timely labor market information system. This system is expected not only to increase the efficiency of job training policy at all levels, but also to impact on the policy making process itself. Noting that California is larger than many countries in terms of population and economic activity, Mr. Munger highlighted California efforts to address the changing market, particularly with respect to the Pacific basin and Far East which directly impact on California.

Mr. Munger also discussed the impact of technological change and the global economy on our workplace and on the type of information that must be collected and disseminated. Our response to these dynamic changes will in part be dependent on occupational information that adequately reflects and anticipates these changes and which can be used to develop strategies to adjust to the needs of the labor market.

INNOVATIVE ADDITIONS OR ENHANCEMENTS TO THE MICRO-OIS

Kay Raithel and Dr. Hugo Soll

This session presented a sample of the innovative efforts being undertaken at the state level in providing occupation and industry information. The session was designed to allow people to see what other states were doing in improving the delivery of information for users.

Kay Raithel of the Missouri Occupational Information Coordinating Committee demonstrated an Industry Information System. The system has been designed to be added to the micro-OIS or to run independent of the OIS for those users who do not need occupationally specific information. The system allows the user to examine industry growth and employment or to examine the industry growth in terms of the occupations in those industries.

Hugo Soll of the Arizona Occupational Information Coordinating Committee demonstrated a Vocational Evaluation Module which could be used by persons in vocational

rehabilitation. The system, based on the data from the SOC Career Profiles (SCP), allows the user to examine occupations and outlook using the occupational attribute coding used in the DOT and the SCP.

Missouri OIS - Kay Raithel

The Missouri SOICC designed, developed, and implemented one of the first Occupational Information Systems (OISs) in the nation. This system has been operational since 1980 and is a mainframe, report-generating system. The NOICC chose the Missouri OIS as its model for the development of the original microcomputer version of the OIS, Micro-OIS. Missouri has been operating the Micro-OIS since 1984-85. The Industry Information module and the Industry/Occupation Cross Reference module are Missouri's newest enhancements to the Micro-OIS.

The presentation included a demonstration of system options provided in the new modules and discussion of the data bases utilized. The unique aspects of these new modules include: (1) interactive access to ES-202, Current Employment Statistics (CES), and industrial employment projections data at the 3-digit SIC level; (2) complete freedom to move between occupational data files and industrial data files; (3) access to both the industry/occupation matrix and the inverse matrix to examine occupations within industries; and (4) industry ranking based upon criteria selected by the user.

These new modules were funded by the Missouri Job Training Coordinating Council and the programs were written by the MOICC staff.

ACE CONSORTIUM PRODUCTS

Dr. Dennis Angle and John Watson

The workshop included the premiere performance of "It's a New World" while overviewing three occupational video products for elementary and secondary students.

"It's A New World" is a new video developed for upper elementary students. Children will learn about six scientific and technical occupations with Dorothy as she goes on a fantasy trip with Tom Edison. The tape helps students realize the benefits of scientific and technical occupations and encourages them to consider preparing for them.

"Picking Your Path," the video, is a career guidance tool for the elementary school population. Professor Horace (puppet) and William Tell (talking robot) use graphics and rhymes while answering children's questions about fourteen occupation fields and a person from each field describes his or her job. "Picking Your Path" expands students' awareness of careers and concepts related to the world of work. An accompanying curriculum guide has classroom suggestions and activities.

"Kaleidoscope of Careers" is a set of five videotapes presenting occupational information for 200 carefully selected occupations clustered in the 17 Standard Occupational Classification (SOC) groups. Its "rappin" musical style introductions will grab students' attention and pique interest. Each occupation is shown in its real work environment with a voice over music narrative describing the occupation. The accompanying curriculum guide helps teachers or counselors incorporate the videos into junior and senior classroom or counseling settings.

EMPLOY ILLINOIS

Henry L. Jackson and Erwin M. Cohen

Employ Illinois is a Department of Employment Security effort to promote a positive business climate through an integrated labor exchange system that broadens access to the job market, identifies the best qualified job candidates, and effectively targets vocational training and economic development strategies. These services are provided at no charge or at minimal cost. Some significant features of the program include:

- Addition of the job ready clients referred by targeted agencies to DES' computerized job match system.
- Expanded access to DES' job order files to share employment opportunities with other agencies and to fill employer's job vacancies promptly.
- A tracking system to feed back to State agencies the services DES has provided to their clients, including placement activity and the results.

- Alternative methods of vouchering State agency clients eligible under the Federal Targeted Jobs Tax Credit Program to benefit more applicants and employers.

- Increased identification of clients potentially eligible for employment and training programs to assist service providers in their recruitment efforts.

- Increased use of DES' Job Service Resume System, an automated program matching the skills of professional, managerial and technical workers with employer job openings in a six state area.

- A system to track the subsequent employment history of former job training participants to evaluate the effectiveness of training programs.

- Longitudinal studies to track Illinois employment trends to evaluate economic development initiatives and a demonstration project to target economic development strategies to specific industries. The workshop, elaborated on each major feature with particular emphasis on those pertaining to labor market information.

ADDITION OF THE TRAINING AND OCCUPATION/INDUSTRY MODULES TO THE OIS

Katrina Olin, Phil Baker, and Larry Siedel

This session discussed how states incorporated two new modules developed by NOICC into their state OIS. The participants discussed problems encountered in installing the modules, data sources used for the modules and additions or adaptations that they made to the modules in order to make them workable in their state. The two modules were the Training Module which presents information about schools and the O/I module which presents information from the OES Matrix about industries and occupations.

Katrina Olin of the New Hampshire Occupational Information Coordinating Committee discussed why they chose to set up the O/I module as a stand alone version separate from the OIS. She also talked about changes made to the system to make it more useful in New Hampshire, including adding the

addresses of employers and the commercial source of employer information used by New Hampshire.

Phil Baker of the Nebraska Occupational Information Coordinating Committee and Larry Siedel of the New Jersey Occupational Information Coordinating Committee discussed incorporating the Training Module into their state OIS. They each discussed the difficulties they had obtaining data for the system and in formatting the data for their use.

THE NEW JERSEY INTEGRATED TRAINING FILE-Larry Siedel

This workshop acquainted participants with the training files developed from the New Jersey Career Information Delivery System (CIDS) vocational school database. The process utilized to collect and record data was discussed and each of the three data files constructed were explained. Participants were then given a step-by-step run-through of the micro-OIS training module.

In New Jersey, vocational school data must be obtained from a variety of sources, not the least of which are the dozens of licensing agencies including, but not limited to, the Departments of Education, Higher Education, Labor and Environmental Protection. Once a school is located, it is surveyed to obtain current course offerings, costs, hours, and enrollment information. These data are input into the CIDS Vocational School File. This file then serves as a base for the development of a training school file in our micro-OIS and another file for use by the Naval Reserve in Project CIVTRAIN.

The use of an integrated approach saves New Jersey both time and money, reduces the reporting burden for schools, and allows the NJOICC to provide consistent school program data.

INNER-CITY AND AT-RISK POPULATION GROUPS

Houston H. Markley, Mary Grace Kelly, and Dr. Hugo H. Soll

Senator Fred Harris of Oklahoma recently declared that "...central cities today continue to be plagued by "quiet riots" of worsening poverty, unemployment, family disintegration, housing and school deterioration." This workshop addressed some of those issues as they relate to Phoenix and Pittsburgh inner-city areas. Representatives of the Arizona SOICC, the Wesley Community Center (A United Way

Agency) in Phoenix, and the Pittsburgh and Allegheny County Private Industry Council will review their respective job information services. The workshop focused on provision of employment and related training information to at-risk-inner-city populations. Discussion included use of the Arizona Micro-OIS as a training/placement aid; use of the Pennsylvania MicroOIS to address training needs of unemployed populations; SOICC assistance with neighborhood job skills inventory; and utilization of SOICC/LMI training and publications.

Micro-OIS Application At An Inner-City Agency: Houston Markley

The Wesley Community Center is a private, non-profit agency serving the Phoenix inner city. The Center offers a variety of youth recreational services, family and adult counseling, immigration services, and neighborhood development to a low-income Hispanic neighborhood. During the last year the Center obtained a computer system (IBM-PC AT). Information from a recent neighborhood survey was used to create a database on the computer. The Center in cooperation with Arizona State University utilized the data to create a detailed profile of the neighborhood. The survey focused on job skills and potential job interests of employable residents in the neighborhood.

The Arizona Occupational Information Coordinating Committee installed the Micro-OIS during the same year. This facility along with the neighborhood data base offers a comprehensive tool for assisting local residents with career information. We recently have used the Micro-OIS job interest profile with high school students. Students learn about areas of potential career interest, possible wages in particular occupations and the likelihood of openings in the Phoenix area. We allow students to administer the interest inventory and to input data in the computer and print the results. This attracts the enthusiasm of students.

CIVILIAN TRAINING INVENTORY (CIVTRAIN) THE USE OF OIS TRAINING DATA BY THE NAVAL RESERVE

Dr. Harvey Ollis, Capt. James Carter, Joni Gilton, and Fritz Fichtner

This presentation described a new system - CIVTRAIN - NOICC has been developing for the Naval Reserve. CIVTRAIN is a computerized inventory of civilian training used by training officers in Reserve Centers to identify possible civilian

training resources in local areas. The system contains state educational data from SOICC Occupational Information Systems (OIS's). This presentation featured a demonstration of CIVTRAIN and a discussion of the 1988-89 plans to expand to 8 states and to include a new American Medical Association Allied Health data base. The four panel members were key participants in CIVTRAIN development.

TESTING OCCUPATIONAL PERFORMANCE (TOP)

James D. Broman

Since the National Occupational Competency Testing Institute (NOCTI) was first funded by a federal grant in the late 1960's at Rutgers University, it has emerged as the premier occupational assessment organization in the world. Today from its Michigan headquarters at Ferris State University, NOCTI's National Consortium of States and Territories continues to serve the education, training, and business community through its teacher, student and industrial testing programs and assessment services.

The "Testing Occupational Performance" workshop discussed the practices and procedures for establishing quality in education and training through proven and effective evaluation instruments and occupational assessment analysis. Wide acceptance and almost twenty years of experience across the nation, has established high credibility of NOCTI assessment and testing programs. The two features which underpin this credibility are that competencies must be demonstrated and that assessment programs be "industry driven". The success of NOCTI's Teacher Occupational Competency Tests (TOCT) and Student Competency Achievement Tests (SOCAT) caused NOCTI to organize in the early 1980's its Industrial Occupational Competency Testing (IOCT) program in response to growing private sector interest and support for procedures to select new employees or trainees and/or to evaluate employees at progressive levels of competency in specific vocational/technical areas. Recent contracts with Toyota USA, General Motors, RCA/Jamaica, the states of Pennsylvania and Connecticut, U.S. Department of Labor, Houston Metro, Nabisco, and test distribution to schools and local school districts were reviewed. Issues regarding competency evaluation instrument development, content, scope, administration, applications to business, government and education were presented.

USING A CIDS WITH AT-RISK YOUTH: DEVELOPMENT OF A PLANNING MODEL

Dr. Bruce McKinlay

The results of a research project designed and carried out by the National Career Information System include: fifteen model programs using CIS to assist at-risk youth, forty counselor-to-counselor tips, or briefer descriptions of effective programs, a number of learning activities or lesson plans, and identification of the reasons why CIS is helpful according to counselors and other site coordinators. This information has been gathered in a notebook which also presents background information on related research into the cause of the problems facing potential dropouts and the characteristics of effective programs.

Draft versions of the materials from the notebook have been examined with user service coordinators from CIS states, with more than fifty CIS site coordinators, and with counselors and other professionals at the annual conferences of the Association of Computer-Based Systems for Career Information, the American Vocational Association, and the American Association for Counseling and Development. The outcome has been a planning model which includes activities appropriate to sites which already have CIS and to sites which may be considering installing it.

The presentation to the SOICC group included a brief exploration of the background research on dropout causes and successful program characteristics, an examination of the materials, hands-on use of the planning model, and discussion of the general applicability to CIDS users.

DEVELOPMENT OF WAGE DATA

George Nazer, Elliot Winer and John Matthews

A discussion of the need for comprehensive wage and benefit data by employers, education and planners and how the states of New Hampshire, Utah and Massachusetts addressed the need. New Hampshire involved private industry and several business and industry associations, as well as charging a fee for the publication, to accomplish their goals. Wages are reported by LMA and by seven major industry groups.

Utah emphasizes the personal computer and a software called Local Area Wage Surveys (LAWS) to provide data at the county level.

Massachusetts addressed the concerns of types of occupations, sample size, estimating techniques, industry coverage, survey continuity and more in developing their two volume publication at the state and SDA levels.

IMPROVE CAREER DECISION MAKING (INSERVICE)

Ted Woodhouse, Ted Bruce, and Pat Schwallie-Giddis

Chairperson Valerie Lloyd, the NOICC ICDM Project Officer, reviewed the status of the PY 1988 program: the basic texts, Using Labor Market Information in Career Exploration and Decision Making: A Resource Guide have been ordered, GPO accounts have been established, and Training-for-Trainers is scheduled August 25-26 in Denver, and September 8-9 in Philadelphia. She distributed a list of the 32 states participating this year, and the new Fact Sheet that can be used for newsletter copy and public information. Ted Woodhouse, the curriculum revision and project director, gave out lists of the 12 new ICDM competencies and reviewed he curriculum revision project. From Florida, Ted Bruce and Pat Schwallie-Giddis talked about their very successful first year with ICDM. The Florida team used techniques of experiential learning, networking, marketing, and morale-building to customize their workshops. Professional meeting planners scheduled the workshops in new hotel facilities offering cut-rates to add pizzazz for the counselors who came. To keep the momentum going, they held a retreat for 10 ICDM participants at which they developed a report of policy and funding recommendations for the Commissioner of Education and the Secretary of Labor. Florida also plans to hold a followup "event" to recognize developments that resulted from participants' attendance at the ICDM workshops.

HOW TO USE LABOR MARKET INFORMATION IN PLANNING

Paul Harrington

This presentation focused on developing an understanding of the role and use of labor market information in education and employment and training program planning and evaluation.

WORKFORCE DEMOGRAPHICS: IMPLICATIONS FOR SOCIAL POLICIES RELATED TO CAREER DEVELOPMENT

Dr. Ken Hoyt

The 1987 Gallup Career Development Survey was sponsored jointly by NCDA, NOICC, and NCRVE. In addition to financial sponsorship, representatives of these three organizations worked together in formulating the 20 questions found in this landmark survey. It was a very bold and, in my opinion, a very wise joint venture.

In a previous paper (Hoyt, 1988), I have analyzed responses to all 20 questions given by the 735 employed workers 18 years old and older participating in this survey. Here, I want to separate out selected data useful in answering the following questions:

1. How much help was needed in career choices? By whom?

2. How much help was needed in career information? By whom?

3. How much help was given in supplying career information and making career choices? To whom?

Following this, I will conclude by discussing three basic policy implications that seem to me to be apparent from these data.

Indicators of How Much Help Was Needed in Career Choices

About 1 in 10 adult employed workers - an estimated 10.8 million persons - reported needing help in the last year in selecting, changing, or obtaining a job. The percentages were about the same for men and women. However, Blacks

(21.7%) were almost 2 1/2 times as likely as Whites (8.9%) to say this was true for them.

About 4 in 10 employed workers - an estimated 42.9 million persons - expect to leave their current jobs sometime within the next 3 years. Over half (55%) of Blacks as opposed to only about one-third (37%) of Whites expect to do so.

Blacks (26.4%) were more than twice as likely as Whites (11.7%) and high school graduates (19.1%) were several times as apt as college graduates (3.6%) to report they took "the only job available".

Indicators of Help Needed in Finding/Using Career Information

About half of all respondents (51.1%) believe that most adult Americans don't know how to interpret and use information to make intelligent career decisions.

Almost 6 in 10 (58.5%) believe most adults said that they need assistance in getting career information. If they could start their career planning over, more than 6 in 10 (62.7%) report they would try to get more career information than they had the first time. This is true for a much larger percentage of Blacks (78.5%) than Whites (50.5%) and for a much larger percentage of high school graduates (64.6%) than college graduates (54.1%).

Indicators of How Much Help Was Given in Career Choices

Only 38.5% reported they first got started in their present career through making a conscious choice and following a definite plan. This means an estimated 67 million employed adults did not. What kind of record is this for what we call the "land of the free"? While over half of the college graduates (56.2%) made a conscious career choice and followed a definite plan, only 30.1% of high school graduates did so.

Whites (24.6%) were twice as likely to have gotten started by "chance circumstances" as Blacks (12.6%). (This refers to good luck; just happened to get an opportunity).

Fewer than 1 of 5 (17.2%) respondents reported they had sought assistance from a school or college counselor with college graduates (25.7%) being more than twice as likely as high school graduates (12.4%) to have done so.

Self-directed activities (such as visiting libraries, reading classified ads, etc.) were used much more commonly by Whites (42.2%) than by Blacks (30.3%) and by a much

higher percentage of college graduates (45.3%) as opposed to persons with less than a high school education (24.7%).

College and university programs were considered important in getting first full-time jobs by a greater percentage of men (33.5%) than women (26.0%) and by a larger percentage of Whites (32.3%) than Blacks (19.1%).

Similarly, apprenticeship was important to twice as high a percentage of males (17.1%) as females (6.7%) and almost three times as high a percentage of Whites (11.3%) as Blacks (4.5%).

About 1 in 3 (32.7%) reported they had gone to no source for help or advice in career development. For college graduates, this figure is only 27.8% while, for high school dropouts, it is 41.8%.

Only 2.2% - an estimated 2.39 million of 109 million employed adult workers - reported they had gone to a computerized career information system for career assistance.

About 1 in 3 (32.7%) reported they had gone to no possible source of help or advice for career problems. A much larger percentage of high school dropouts (41.8%) than college graduates (27.8%) said this was true for them.

Policy Implications

Numerous policy implications are apparent from these data. First, it seems clear that career development needs appear to be greatest for minority persons, for women, and for persons who have not attended college. Career development assistance appears to be most used by non-minority persons, by males, and by persons who have attended college. This paradoxical situation should not be allowed to continue. At least as much quality career development assistance should be made available to persons not attending college as to those who do. This is not just a temporary problem. Even by the year 2000, most employed workers will need no more than a high school education (Kutscher, 1987; The Forgotten Half, 1988). Efforts to correct these current disparities must begin during the K-12 years and continue through the adult working years.

Similarly, both sexism and racism are clearly operating in career development patterns of employed adults. The existing education system appears to be providing greater opportunities to Whites ad to males than to females or to Blacks. This is entirely consistent with research reported

earlier by others (Garrett Park Press, 1987; Time for Results, 1986; Wetzel, 1987).

It is also clear from these findings that both women and Blacks and especially Blacks - have experienced and continue to experience a greater need for assistance in career development than whites/males. Yet, assistance of professional counselors has been reported more frequently by whites/males than by either women or Blacks. There is an urgent and vital challenge to move rapidly toward providing true equity of opportunity for professional career development assistance to both women and Blacks. Because their expressed needs are greater, the term "true equity" should be interpreted to mean that, at present, more and better career development assistance should be made available to women and to Blacks than to Whites/males. Once true equity is attained, equal access to help should, of course, become available to all.

Second, with fewer than 1 in 5 employed workers (17.2%) reporting having sought career development assistance from school or college counselors, 1 in 11 from employment service counselors (8.7%) and 1 in 10 from private employment agencies, it seems clear there is an urgent need to provide counselors better able to meet the career development needs of all persons. Hopefully, these data will stimulate existing counselors and those who educate them to change in ways that will be effective in meeting the kinds of career development needs expressed in these findings. Unless they do so soon, the Federal Government should seriously consider underwriting the cost of developing and implementing alternative graduate programs of counselor education for persons wishing to become competent professional career counselors.

Third, adult workers have, through their responses to these questions, expressed an undeniable need for career information and for assistance in understanding and using such information in their own career development. It is time that the NOICC/SOICC network be expanded to meet these needs. Three responsibilities must be met: (a) producing career information needed by adult workers; (b) helping adult workers learn how to understand and use such information; and (c) assisting adult workers in using such information.

These responsibilities can best be met through establishing Community Career Development Resource Centers operating under a greatly expanded NOICC/SOICC network at the local community level. Three basic types of professionals needed at each such Center are: (a) career information specialists skilled in gathering, organizing, and disseminating career

information; (b) teachers who can help persons learn how to understand and use career information; and (c) career counselors who can assist persons in using such information in making career decisions.

The Community Career Development Resource Center could and should serve youth as well as adults. In those communities where a strong emphasis on career guidance already exists within the K-12 school system and/or the local community college, the Center could serve as an effective supplement to current efforts. In those many communities where the education system continues to essentially ignore the career development needs of youth and adults, the Center could compensate for this.

Concluding Remarks

The kinds of data reported here represent only a small potion of the total found in results of the 1987 Gallup Career Development Survey. Even these selected findings should be sufficient to illustrate the great and urgent need for marked expansion of both career guidance and career information system efforts. If these results are seriously considered by our nations's key decision-makers, perhaps they will lead to provision of the kinds of significant increases in resources required to respond effectively to the needs and conditions illustrated by these data.

If done now, future surveys will be useful in tracking progress toward meeting the kinds of needs expressed here. If nothing is done as a result of these data, future surveys can, at best, be expected only to confirm the seriousness of the need. More likely, they will illustrate these needs are growing. Let us hope we will act now on what we have learned from these results.

1988 NOICC Awards Presentation

1988 NOICC AWARDS PRESENTATION

Presented by Juliette Noone Lester, Executive Director, National Occupational Information Coordinating Committee, July 27, 1988.

This year I again want to continue the NOICC tradition and recognize exceptional effort and accomplishment on the part of SOICC Directors and our colleagues in the field of occupational information. For 1988, we have also started a new award for an outstanding SOICC staff member. Thus, I will be presenting seven 1988 NOICC Recognition Awards to persons who have made outstanding contributions toward achieving the goals and objectives of the NOICC/SOICC Network.

As last year, the awards for SOICC Directors are divided into four categories: one is for overall NOICC/SOICC Network Leadership and Support; a second is for Innovative Ideas and Activities in Support of the NOICC/SOICC Mission; a third is for Special Achievement in the Development and Delivery of Information for Program Planners and Administrators; the fourth is for Special Achievement in the Development and Delivery of Career Information.

Two Contributors' Awards are given each year in recognition of significant contributions to the goals of the NOICC/SOICC Network by colleagues from the fields of occupational, labor market, and career information. A SOICC staff member is also recognized for outstanding contributions to a major SOICC program effort.

1988 NOICC RECOGNITION AWARD FOR NOICC/SOICC NETWORK LEADERSHIP AND SUPPORT

When we think of NOICC/SOICC Network leadership and support, a number of SOICC Directors come to mind. I am delighted to say that several of our newer Directors have quickly entered this category. Of course, there is a cadre of individuals who have been in these ranks for a number of years, whose contributions have been continual and ongoing. Their work is vital to our organization and to our program purposes. From among those ranks, we have selected this year's recipient of the award for NOICC/SOICC Network Leadership and Support--Jan Staggs, Executive Director of the Illinois SOICC. Jan supervises a comprehensively coordinated SOICC program in Illinois, with activities and special initiatives in both OIS and CIDS. He has received excellent and long-term support from the statutory and extended SOICC Committee membership. Jan is also supported by an excellent staff and is usually able to field the largest State contingent at the national conference. In addition to his continued support and promotion of the SOICC concept in his State and at the national level, Jan has always been willing to go the extra mile, such as arranging for and hosting a regional conference last fall on apprenticeship information that was co-hosted by NOICC and the Bureau of Apprenticeship and Training. He also provided testimony from the SOICC perspective at a public hearing on the Apprenticeship 2000 effort. We recognize Jan for his efforts both behind the scenes and in the forefront of the effort to disseminate occupational and career information.

1988 NOICC RECOGNITION AWARD FOR INNOVATIVE IDEAS & ACTIVITIES IN SUPPORT OF THE NOICC/SOICC MISSION

The award for Innovative Ideas and Activities in Support of the NOICC/SOICC Mission goes to Dr. Dan Marrs, Coordinator of the North Dakota SOICC, for his contributions to the National Career Development Guidelines project, a collaborative project of national scope. Dan was one of the leaders in his State seeking to improve career guidance and make it truly an integral part of the educational program, rather than simply an 'ancillary service'. From his

integral part of the educational program, rather than simply an 'ancillary service'. From his position in the forefront of that movement at the State level, Dan was able to submit a winning proposal to NOICC, gaining North Dakota a lead role in developing the National Career Development Guidelines project. Dan Marrs, with his SOICC staff and committee members, has coordinated the development of the Guidelines for the past two years. The North Dakota SOICC directed the work of two of the national committees involved in this initiative, chairing the project Review and Implementation Planning group, and facilitating the work of the Expert Review Panel. Under Dan's guidance, the Guidelines were reviewed by over 200 individuals, resulting in five level-specific documents and a Trainer's Guide that are currently undergoing final edit for publication. The North Dakota SOICC also produced a brochure about the project that is already in its second printing. Dr. Marrs has promoted understanding of this project through presentations at national conferences, answering countless telephone calls, and mailings to over 1000 individuals and organizations over the past two years.

Dr. Marrs also has strongly promoted the implementation of career development programs across North Dakota. Thus, Dr. Marrs has provided leadership to a national project that has developed valuable resources, and to a North Dakota demonstration model that should provide comprehensive career development programs for all youth and adults in the State.

AWARD FOR SPECIAL ACHIEVEMENT IN THE DEVELOPMENT AND DELIVERY OF INFORMATION FOR PROGRAM PLANNERS & ADMINISTRATORS

The award for Special Achievement in the Development and Delivery of Information for Program Planners and Administrators goes to Kay Raithel, Director of the Missouri SOICC, for her many ongoing efforts throughout the years to develop and enhance the design and realization of an Occupational Information System in Missouri, and throughout the nation. Kay has continually added to and improved Missouri's hardcopy Occupational Data Book over the years, making it more comprehensive and detailed. With regard to the computerized Micro-OIS, Kay was responsible for development of a new Industry Analysis Module that displays current and projected industrial employment levels, staffing patterns, and is accessible by industry title, code, or selected data characteristics, such as growth rate. Kay has assisted NOICC by arranging for and hosting a number of OIS Technical Conferences to improve the exchange of developments and ideas among States. Kay is a pulse-taker on a wide range of issues that have impact on occupational and labor market information, informing NOICC staff of relevant studies and research. She worked to restart a dialogue at the national level between NOICC and the U.S. Employment Service on the updating of the Dictionary of Occupational Titles. This dialogue has two purposes: 1) to make the developers aware of the application of the DOT within the NOICC/SOICC network, since it serves as the cornerstone of the crosswalks and classification structures that form such a vital part of the OIS, and 2) to offer relevant assistance from the network in revising and updating the DOT. Kay is not content to rest on past laurels, she continually seeks to promote progress and improvement. She provides impetus to us all at both the national and State levels.

AWARD FOR SPECIAL ACHIEVEMENT IN THE DEVELOPMENT AND DELIVERY OF CAREER INFORMATION

The award for Special Achievement in the Development and Delivery of Career Information goes to Mary Sue Vickers, Executive Director of the South Dakota SOICC, for a wide variety of efforts directed toward the goal of making career information more widely available, accessible, and useful to a wide audience. Among these efforts, the South Dakota Occupational Outlook Handbook is exemplary for both its format and comprehensive contents. In addition, it is in the forefront of the effort to provide region-wide data as well as State-specific information. Mary Sue also worked to establish a computerized

career information delivery system in South Dakota, with intensive efforts to make sure users had up-to-date information and to solicit user feedback on their experiences with the system. She also headed up the development of a version of CIDS that uses GATB scores (General Aptitude Test Battery) to better integrate CIDS into normal Employment Service operations, and thus assist both counselors and clients in that setting. And, even though Mary Sue is receiving this award for her achievements with regard to career information, I would like to take this opportunity to commend her and her staff for the development of innovative menu screens and report generation routines for the Micro-OIS, which we hope you will have an opportunity to see, and may inspire us all to further innovation and enhancement of that system. Mary Sue has demonstrated persistence and an innovative spirit in the work she and her staff have carried out to meet the goal of disseminating useful occupational information to the citizens of South Dakota.

1988 NOICC CONTRIBUTOR'S AWARD

As both a matter of policy and the realities of staffing and funding, NOICC and the SOICCs are not primary data collection agencies. However, our major programmatic efforts are very dependent on the data collected by other agencies. NOICC seeks to promote improvements and enhancements to OIS in ways that will not supplant other sources of funds. Therefore, at the national level we have sought to assist those agencies that do produce data by providing technical assistance and training to enable them to produce data more efficiently. We have done this through cooperative efforts with organizations such as the Bureau of Labor Statistics, the Interstate Conference of Employment Security Agencies, and the National Governors' Association. An individual who has played a major role in those joint efforts has been Gary Crossley of ICESA, to whom we present a 1988 Contributor's Award for his collaboration and able assistance on a range of projects. Of particular note was his work on the Micro-MATRIX software system developed by staff of the Utah Department of Employment Security. That system was designed to produce industrial and occupational projections of demand in a microcomputer environment. It enables many research divisions to produce the projections based on the Occupational Employment Statistics program in-house, rather than relying on outside data processing facilities. Gary also worked on and participated in the series of three regional training conferences on projections techniques offered to SESA and SOICC staff, held in 1986-87. He has consulted with NOICC staff on other national projects including a proposed project with the Veterans Employment and Training Service to provide home-area labor market information to Army personnel considering separation from the military. Gary has fostered greater coordination between ICESA and the NOICC/SOICC Network by: 1) encouraging projects of mutual interest, 2) co-sponsoring national conferences, 3) fostering NOICC/NASOICC involvement with the ICESA Labor Market Information Committee, and 4) by facilitating the exchange of information between ICESA and the NOICC/SOICC Network.

1988 NOICC CONTRIBUTOR'S AWARD

A Contributor's Award goes to Captain James Carter of the Naval Reserve. Captain Carter is a man who is not content with routine, or even with carrying out only a single role. In civilian life he serves as Superintendent of Schools in Elmira, New York. In the Naval Reserve, Captain Carter works in the training policy branch. Due to these dual roles, he recognized the potential that civilian educational institutions have to meet the Reserve's expanding occupational training requirements. He has been instrumental in the conception and development of a software system to assist the Naval Reserve in contracting out training to civilian educational institutions, when it is deemed appropriate and cost-effective. This system was developed through a joint effort between NOICC and the Naval Reserve, and a pilot test has been conducted in four States. The system works by first relating Naval Reserve occupations to civilian training programs, and then identifying institutions that offer that training within the region served by

the local Naval Reserve command. Captain Carter's innovative work in bringing NOICC and the Naval Reserve together has expanded a logical application in the delivery of occupational and educational information to the military. Since the military is one of our nation's largest employers and has training needs similar to or exceeding those of other major corporate entities, it is logical to share the technology and database of the NOICC/SOICC network with them. It also provides State and local educational institutions a way to make their training capacity known to another potential source of enrollees. Finally, this project has brought the NOICC/SOICC Network and its mission and programs to the attention of a wide range of other officials in various branches of the military and veterans affairs, with the potential for future applications that will be beneficial to all of those involved.

1988 NOICC RECOGNITION AWARD FOR OUTSTANDING SOICC STAFF MEMBER

This year our first award to an outstanding SOICC Staff Member goes to Steve Thompson of the Maine SOICC for his many contributions to the development and delivery of career information at the State and national level. Steve provides excellent organizational skills in conducting the Northeast regional CIDS conferences each summer, a conference that is jointly sponsored by the National Career Development Association (NCDA). Steve also chaired the Continuing Education Committee for NCDA and served on the advisory board for the development of the national resource, the Military Career Guide. He also has developed a number of innovative products for the CIDS in Maine, including materials specially designed for and targeted to elementary school-age groups. In addition, he directed the 1987 Employability, Work, and Family Integration Survey of Sophomore Students for the Maine SOICC. Through this award we recognize and commend Steve's dedication and creativity to helping job seekers and career changers through improved dissemination of useful career information.

1988
National SOICC
Conference Attendance List

Orchard House, Inc.
112 Balls Hill Road
Concord, MA 1742
(617)369-0467

Ron Ahlstrom
Supervising Economist
Utah LMI
174 Social Hall Avenue
Salt Lake City, UT 84111
(801)533-2396

Grace C Applegate
Assistant to the Commissioner
NJ Dept. of Labor
John Fitch Plaza
CN 110
Trenton, NJ 8625
(609)984-8124

Joseph Bacinski
Labor Market Analyst
Michigan Employment Security Commission
7310 Woodward
Detroit, MI 48202
(313)876-5439

Liz Barnett
CHOICES Manager
MS SOICC
P.O. Box 771
Suite 1005
Jackson, MS 39205
(601)359-3412

Clyde Bennett
Program Supervisor
Oklahoma Dept. of Commerce
6601 N. Broadway
Oklahoma City, OK 73116
(405)843-9770

Bill Blasingame
Division Director
State Department of Education
P. O. Box 771
Jackson, MS
(601)359-3086

Janet Bedenbaugh
USA Today
1338 Hundred Oaks Drive
Charlotte, NC 28217
(704)527-4472

Terry Alexander
User Services Representative
SCOICC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2733

Bob Arnold
Program Officer
SOICC-DOL
Box 1728
Helena, MT 59624
(406)444-2741

Phil Baker
SOICC Director
SOICC
P.O. Box 94600
Lincoln, NE 68509
(402)745-8451

Charles Benefield
U.S. Dept. of Labor
Employment & Training Admin.
1371 Peachtree Street, N.E.
Atlanta, GA 30367
(404)347-4411

Jerry Bilodeau
Careerware Coordinator
CSG Corporation
96 Ohio St.
Bangor, ME
(207)942-9554

Gary Bodeutsch
LMI Director
Washington State E. S. D.
Olympia, WA 98504
(206)438-4804

Mike Aheron
NC SOICC Agency Member Representative
Division of Employment & Training
111 Seaboard Avenue
Raleigh, NC 27611

Dennis R Angle
Ace Distribution Service
Kansas Careers
363 Bluemont Hall
Kansas State University
Manhattan, KS 66506
( )

Floyd G Astin
Administrator
Utah Dept. of Employment Security
174 Social Hall Avenue
Salt Lake City, UT 84147
(801)533-2201

Nettie N Baldwin
Career Guidance Specalist
MD Dept of Education
200 W. Baltimore St.
Baltimore, MD 21201
(301)333-2442

Charlotte Bennett
Guidance & Drug Education Coordinator
Moore Public Schools
3232 Fairway Drive
Moore, OK 73160
(405)794-6787

Judith E Birch
Guidance Specialist
Office of Public Instruction
State Capitol
Helena, MT 59620
(406)444-5663

Georgia A Bond
Associate Coordinator
Kentucky SOICC
275 E. Main Street
2 Center
Frankfort, KY 40621
(502)564-4258

Gertrude Bonnparte
Consultant
Michigan Dept. of Education
Voc. Tec. Ed. Service
P.O. Box 30009
Lansing, MI 48909
(517)335-0370

Bruce Broman
Coordinator
NOCTI
409 Bishop Hall, Ferris
State University
Big Rapids, MI 49307
(800)334-6283

Ted Bruce
Manager
Florida SOICC
1320 Executive Center Cir.
Room 210 Atkins Building
Tallahasee, FL
(904)488-7397

Stan Butterworth
Executive Director
Arizona SOICC
P.O. Box 6123
Site 897J
Phoenix, AZ 85005
(602)255-3680

Marjorie V Chandler
U. S. Dept. of Education
Washington, DC
( )

Erwin M Cohen
Assistant Director of Research
Illinois Dept. Emp. Ser.
401 S. State
Chicago, IL 60605
(312)793-5820

Marilyn Boyle
Assoc. Director
MASS SOICC
CF Hurley Bldg.
2nd floor
Boston, MA 2114
(617)727-6718

James Broman
Project Director
NOCTI
409 Bishop Hall, Ferris
State University
Big Rapids, MI 49307
(800)334-6283

Cheryl Buhl
Oregon Director
Career Information System
1787 Agate
Eugene, OR 97403
(503)686-3872

Bill Caston
Executive Director
MS SOICC
P.O. Box 771
Suite 1005
Jackson, MS 39205
(601)359-3412

Martelle Chapital
Program Manager
Guidance,Placement,Corrections Organ.
1391 North Speer Blvd.
Suite 600
Denver, CO 80204
( )

Herbert Cornell
Manager Contract Administration
Houghton Mifflin Company
P.O. Box 683
Hanover, NH 3755
(603)448-3838

Sigurd Brivkalns
Executive Director
California SOICC
800 Capitol Mall
MIC-67
Sacramento, CA 95814
(916)323-6544

Susan W Brown
Executive Director
MOICC
State House Station #71
Augusta, ME 4333
(207)289-2331

Pamela B Burnett
Classroom Teacher
S.C. Dept. of Correction
P.O. Box 2249
Aiken, SC 29802
(803)648-2326

Ardis Cazeno
Michigan Employment Security Commission
7310 Woodward Avenue
Detroit, MI 48202
(313)876-5300

Norman Coakley
Labor Economist
DOL/ETA Region VII
911 Walnut
KC, MO
(816)426-3796

Paul Cornwall
Media Counsultant
SC Employment Security Commisssion
1550 Gadsden Street
P.O. Box 995
Columbia, SC 29202
(803)737-2700

John B Cosgrove
MOICC Coordinator
MOICC
903 Legon Lane
So. St. Paul, MO
(612)455-9086

Collett B Cross
Counselor
New Albany Public Schools
P.O. Box 771
New Albany, MS 38652
(601)534-6331

Phyllis Darensbourg
Operations Analyst
Louisiana SOICC
1000 Scenic Hwy.
Baton Rouge, LA 70804
(504)342-5151

Lorraine Davis
EDITS
P.O. Box 7234
San Diego, CA 92107
(619)222-1666

William Dealy
Management Analyst
U.S. Dept. of Labor - ETA
1371 Peachtree Street, N.E.
Atlanta, GA 30367
(404)347-4711

James Doyle
Council Member
Nebraska Council on Voc. Education
E419 Nebraksa Hall, UN-L
Lincoln, NE 68588
(402)472-3339

Robert E Duncan
Program Manager
National Veterans Training Institute
1250 14th Street, N.W.
Suite 600
Denver, CO 80202
(303)825-1103

Ivan Louis Cotman
Assoc. Superintendent for Rehab.
Michigan Department of Education
P.O. Box 30010
Lansing, MI 48909
(517)373-3390

Gary Crossley
LMI & Research Director
ICESA
444 No. Capitol St., N.W.
Suite 126
Washington, DC 20001
(202)628-5588

Robert E David
Executive Director
SCESC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2617

Ann DeAngelo
Program Specialist
New Jersey Dept. of Education
225 West State Street
CN 500
Trenton, NJ 8625
(609)292-5622

Rebecca M Dedmond
Supervisor, Career Ed. & Career Guidance
VA Department of Education
P.O. Box 60
Richmond, VA 23216
(804)225-2071

Harry Drier
Nat'l Center for Research in Voc. Ed.
The Ohio State University
1960 Kenny Road
Columbus, OH 43210
(614)486-3655

Joe Dusenbury
Commissioner
Vocational Rehabilition
Columbia, SC
( )377-2657

Patti Cox
Research Coordinator
Illinois SOICC
217 E. Monroe Street
Suite 203
Springfield, IL 62706
(217)785-0789

Marilyn M Danner
Vocational Evaluator Senior
Roosevelt-Warm Springs Institute for Reh
1000 Elm Road
Warm Springs, GA 31830
(404)655-2715

Grace E Davidson
Instructor
Roosevelt-Warm Springs Institute for Reh
P.O. Box 1000
Warm Springs, GA 31830
(404)655-2875

Robert DeFabio
Associate Economist
New York State Education Department
One Commerce Plaza
Room 1624
Albany, NY 12234
(518)474-1081

Joe Dockery-Jackson
Director Research & Planning
Black Hawk College
6600 34th Ave.

(309)796-1311

Jasmin Duckett
SOICC Coordinator
MD State Dept. Employment & Training

( )

Carylmeade Eggelston
Counselor
Passaic Public Schools
101 Passaic Avenue
Passaic, NJ 7005
(201)470-5228

Susan E Elder
Counselor II
S.C. Employmnet Security Commission
1558 W. Evans St.
Florence, SC
(803)669-4271

Randy Eubank
Arizona Department of Education

( )

Francis Ferry
CFKR Career Materials, Inc.
P.O. Box 437
Meadow Vista, CA 95722
(916)878-0118

Wilton Fowler
State Counseling Supervisor
S.C. Employment Security Commission
P.O. Box 1406
Columbia, SC 29202
(803)737-2588

Richard Froeschle
Economist
TX SOICC
12th & Trinity
Room 526-T

(512)463-2399

Becky Gallman
Director of Employment Services
Columbia Junior College
P.O. Box 1196
Columbia,, SC 29202
(803)799-9082

J. Sharon Gates
Principal
Grand Forks Public Schools
Box 6000
Grand Forks, MD 58201
(701)746-2200

Dolores D Esser
Director, Economic Information Services
Virginia Employment Commission
703 East Main Street
Richmond, VA 23219
(804)786-7496

Toney Farr
User Services Representative
SCOICC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2733

Fritz Fieztner
Director
POICC
Governor's Policy Office
Harrisburg, PA 17120
(717)783-8384

Don Fox
South-Western Publishing Company
5101 Madison Road
Cincinnati, OH 45227
(513)271-8811

Pamela L Frugoli
OIS Specialist
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-5665

Rodolfo Z Garcia, Dr.
Assoc. Vice Chancellor for Research
City Colleges of Chicago
226 West Jackson Blvd.
Chicago, IL 60606
(312)855-3076

Judith Geognegan-DOI
Counseling Supervisor
MO Division of Employment Security
P.O. Box 59
Jefferson City, MO 65109
(314)751-3768

Buck C Ethredge
Special Assistant
U.S. Dept. of Labor
Employment & Training Admin.
1371 Peachtree Street, N.E.
Atlanta, GA 30367
( )

Alice Feola
Editor
Houghton Mifflin Co.
P.O. Box 683
Hanover, NH 3755
(603)448-3838

Denise Foster
Co-Director, VOIS
Virginia Occupational Information System
University of Virginia
2015 Ivy Road
Charlottesville, VA 22901
(804)971-2661

Joey Fralick
Media Consultant
SC Employment Security Commission
1550 Gadsden Street
P.O. Box 995
Columbia, SC 29202
(803)737-2700

Judy Frye
SCESC
P.O. Box 995
Columbia, SC 29202
( )

Bill F Gardner
Advisory Committee
SOICC
Charleston, WV
(304)766-4610

Margaret G Gettings
Career & Marketing Specialist
Kansas Careers
363 Bluemont Hall
Kansas State University
Manhattan, KS 66506
(913)532-6540

Scott A Gifford
Field Representative
Florida Job Training Coordinating Coun.
1320 Executive Center Drive
Atkins 204
Tallahassee, FL 32301
(904)487-2730

George K Glass
Coordinator
Louisiana SCOICC
100 Scenic Hwy.
Baton Rouge, LA 70804
(504)342-5151

James H Green
Business & Industrial Manager
Virginia Department of Rehab. Services
4901 Fitzhugh Avenue
Richmond, VA 23230
( )

Dick Hall
COIN Educational Products
3361 Executive Parkway, S-302
Toledo, OH 43606
(419)536-5353

Ronald G Hammontree
Assistant Commissioner
Tennessee Department of Labor
501 Union Building
Fifth Floor
Nashville, TN 37219
(615)741-1031

Jim Harris
Director
SOICC
1020 15th Street
Denver, CO
(303)866-4488

Dick Hawes
Guidance Counselor
Laurens-Marathon School
114 W. Garfield
Laurens, IA 50554
(712)845-4508

Joni Gilton
Labor Supply Information Specialist
Texas SOICC
15th & Congress
Room 526T, TEC Bldg.
Austin, TX
(512)463-2399

Horace Goodson
R & A Director
Texas
( )

Jonnie Griffin
Ed. Spec. - Counseling
State Dept. of Ed-Div. of Instruction
1020 Monticello Court
Montgomery, AL 36117
(205)261-5241

Linda B Hallman
Employment Counselor
SCESC
HCR 70
Sunset, SC 29685
(803)878-9003

Pauline Hannah
Adult Education Counselor
Detroit Public Schools
1333 Pine Street
Detroit, MI 48202
(313)494-1236

Johnny A Harrison
SCESC
P.O. Box 995
Columbia, SC 29202
( )

Sally Hawker
Operations Manager
Illinois SOICC
217 E. Monroe Street
Suite 203
Springfield, IL 62706
(217)785-0789

Ted Gladden
LMI
SCESC
P.O. Box 995
Columbia, SC 29202
( )

Clifford Granger
Executive Director
GOICC
142 Marietta Street, NE
Atlanta, GA 30303
(404)656-3177

Lorena Gripper
SCESC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
( )

Leigh H Hammond
Chairman - North Carolina SOICC
Dept. of Community Colleges
200 West Jones Street
Raleigh, NC 27603
(919)733-7051

Nancy Hargis
Executive Director
Oregon SOICC
875 Union Street, NE
Salem, OR 97311
(503)378-8146

Helen Hart
Elementary Counselor
Detroit Public Schools
15771 Hubbell Street
Detroit, MI 48202
(313)270-0175

William V Herbein
Manager, Div. Special Populations
Ohio Rehabilitation Services Commission
400 East Campusview Blvd.
Columbus, OH 43235
(614)438-1292

Jesus Hernandez-Rios
Executive Director
Puerto Rico SOICC
P.O. Box 6212
San Juan, PR 936
(809)753-7110

Dorothy T Hill
JTPA Coordinator
SCESC
P.O. Box 1406
Columbia, SC 29202
(803)737-2600

James Hirschinger
Associate Dean Student Services
Sierra College
5000 Rocklin Road
Rocklin, CA 95677
(916)781-0599

Sherry Hobbs
Executive Secretary
MS SOICC
P.O. Box 771
Suite 1005
Jackson, MS 39205
(601)359-3412

Kim Holaway
Guidance Counselor
Marana Unified School District
12000 W. Emigh Road
Tucson, AZ 85743
(602)682-4141

Prudence Holton
Executive Director
Connecticut SOICC/SDE
25 Industrial Park Road
Middletown, CT 6457
(203)638-4042

Charles O Hopkins
Assistant State Director
State Dept. of Vo-Tech
1500 W. 7th
Stillwater, OK 74076
(405)377-2000

Valorie Hopkins
Executive Director
Nevada SOICC
505 E. King Street
Room 601
Carson City, NV 89710
(702)885-4577

Richard M Horne
Chief, UI Benefits
S.C. Employment Security Commission
P.O. Box 1477
Columbia, SC 29202
(803)737-2474

Hayward S Houghton, II
112 Reynard Drive
Landenberg, PA 19350
( )

Paul Howard
Director
Wyoming SOICC
Herschler Building
2nd Floor East
Cheyenne, WY 82002
(307)742-0562

Kim Howell
Vocational Guidance Counselor
Intern
P.O. Box 300214
Denver, CO 80203
(303)863-1045

Lynne Hufziger
Consultant
SC Department of Education
1429 Senate Street
Columbia, SC 29202
(803)734-8442

Wayne Hugus
Assistant Program Chief
Oklahoma Employment Security Commission
Room 310
Will Rogers Office Building
Oklahoma City, OK
(405)557-7262

Gerry Hunt
Houghton Mufflin Company
P.O. Box 683
Hanover, NH 63755
(603)448-3838

Angeleen G Hunter
Asst. SCOICC Director
SCOICC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2733

Carole Anne Ishimaru
Program Director
1830 Mott-Smith
Honolulu, HI 96822
( )

Henry L Jackson
Chairman, Illinois SOICC
IL Dept. of Employment Security
4015 S. State Street
Chicago, IL
(312)793-2316

Les Janis
Director
Georgia Career Information System
Georgia State University
Box 1028
Atlanta, GA 30303
(404)651-3100

Phillip Jarvis
CSG Careerware
955 Green Valley Crescent
Ottawa
Ontario, CA
( )

Lynn Jensen
Specialist
Utah State Office of Education
250 E. 500 Square
Salt Lake City, UT 84111
(801)538-7851

Roger W Johnson
Guidance Representative
Virginia Council on Voc. Educ.
1807 Oakwood Street
Bedford, VA 24523
(703)586-3933

Eugene A Jurado
5721 S. Kingston Way
Englewood, CO 80111
( )

Michael Kiltie
Chief Economist
NC State Budget Office
116 West Jones Street
Raleigh, NC 27603
(919)733-7061

Joyce F Kinnison
Consultant
CSG Corp.
707 Collington Drive
Cary, NC 27511
(919)469-0081

Edward J Kowalski
Programmer/Analyst
Delaware SOICC
Department of Labor
P.O. Box 9029
Newark, DE 19714
(302)368-6963

Ron Kutscher
Assoc. Commissioner
Bureau of Labor Statistics
601 D St. N.W.
Washington, DC
(202)272-5381

Lance W Laird
Descriptive Statistical Supervisor
PA Dept. of Labor & Industry
Labor & Industry Building
7th & Foster Streets, Rm.1200
Harrisburg, PA 17121
(717)787-6758

Denise L Jones
ASSB
SCOICC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2733

Mary Grace Kelly
Director of Labor Market Services
The Pittsburg & Allegheny County
Wood Street Commons
304 Wood Street
Pittsburg, PA 15222
(412)391-2261

Scott M Kimmel
Planning Analyst
Governor's Office of Planning
Stratton Office Building
Room 107
Springfield, IL 62706
(217)782-2654

Gene Knutson
The American College Testing Program
2201 N. Dodge Street
P.O. Box 168
Iowa City, IA 52243
(319)337-1052

Alan S Krech
Asst. Commissioner for Planning
SC Commission on Higher Education
1333 Main Street
Suite 650
Columbia, SC 29201
(803)253-6260

Claude LaPointe
Sales Manager
CSG Careerware
810 Proctor Avenue, Industrial
Park Building #3
Ogdensburg, NY 13669
(800)267-7095

Roger Lambert
Director WCIS
Wisconsin Career Development System
1025 W. Johnson Street
Madison, WI 53708
(608)263-2704

Auther Jordan
E.S. Program Supervisor
OESC - Oklahoma
Will Rodgers Building

(405)557-7265

Cappa C Kent
Chief Branch of Labor Force & Occup.
US DOL - Bureau of Labor Statistics
1371 Peachtree Street, N.E.
Suite 500
Atlanta, GA 30303
(404)347-4421

Yvette W Kinlaw
Director, Career Direction Center
Greenville Technical College
P. O. Box 5616, Sta. B
Greenville, SC
(803)239-3042

Carol J Kososki
SCOICC Director
S.C. Occupational Info. Coord. Committee
1550 Gadsden Street
P.O. Box 995
Columbia, SC 29202
(803)737-2733

Lynn T Kuhn
Employment Counselor
SC State Employment Services-Job Service
P.O. Box 1250
364 S. Church Street
Spartanburg, SC 29304
(803)573-7525

David Laird
LMI
SCESC
P.O. Box 995
Columbia, SC 29202
( )

Anita R Lancaster
Assistant Director
Department of Defense
OASD(FM&P) Pentagon
Washington, DC 20301
(202)697-9271

Wanda Land
SDA Repre/State Coordinator
Dept. Job Development & Training
301 West Pearl Street
Jackson, MI 39203
(601)949-2088

Evelyn Lavaty
Diretor, Career Guidance
Nebraska Dept. of Education
Box 94987
Lincoln, NE 68509
(402)471-4811

Charles J Lehman
Director
New Mexico SOICC
401 Broadway NE
P.O. Box 1928
Albuquerque, NM 87103
(505)841-8636

Jerome Levy
Council Member
Alabama Council on Voc. & Tec. Education
P.O. Box 27
105 Petrie Hall
Auburn, AL 36831
( )

Nancy H MacCormac
Executive Director
North Carolina SOICC
1311 St. Mary's Street
Room 250 - P.O. Box 27625
Raleigh, NC 27611
(919)733-6700

Jose S Mantanona
Executive Director
Guam SOICC
P.O. Box 2817
Agana, GU 96910
(671)649-9758

Dennis Martin
Asst. Chief of Research
Oklahoma Employment Security Commission
Room 310
Wil Rogers Building
Oklahoma City, OK 73105
(405)557-7231

Fay G Larson
Director
Nebraska Career Information System
519 Nebraska Hall
University of Nebraska
Lincoln, NE 68588
(402)472-2570

Dr. Dave Lee
Director of Guidance
Department of Public Instruction
State Capitol
Bismark, ND 58505
(701)224-2269

Bill Lesh
Specialist Guidance and Counseling
Oregon Dept. of Education
700 Pringle Parkway, S.E.
Salem, OR 97310
(503)378-5585

Valerie Lloyd
OIS Specialist
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-7680

Alba I Maldonado-Diaz
SOICC Member
Puerto Rico SOICC
P.O. Box 6212
San Juan, PR 936
(809)753-7110

Cynthia Mariano
Counselor
Sierra College
5000 Rocklin Road
Rocklin, CA 95677
(916)781-0599

Julia Martin
Principal Investigator, VOIS
Virginia Occupational Information System
University of Virginia
2015 Ivy Road
Charlottesville, VA 22901
(804)971-2661

Taitaifond Latham
Asst. Director, Labor Division
Dept. of Human Resources
American Samoa Government
Pago Pago, AS
(684)633-4485

James Lee
Field Representative
Bureay of Apprenticeship & Training
U. S. Dept. of Labor
334 Meeting St.
Charleston, SC
(803)724-4326

Juliette N Lester
Executive Director
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-5665

John J Lupo
Meridian Education Corporation
236 E. Front Street
Bloomington, IL 61701
(309)827-5455

Alva E Mallory
Network Data Systems, Inc.
3419 Pierson Place
Flushing, MI 48433
(313)732-6340

Dan R Marrs
Coordinator
North Dakota SOICC
P.O. Box 1537
Bismarck, ND 58502
(701)224-2733

Milton L Martin
Director, Labor Information System
LIS/GOICC Chairman
148 International Blvd.
Georgia Dept. of Labor,
Atlanta, GA 30303
(404)656-3177

Belinda McCharen
Vocational Guidance Coordinator
Oklahoma State Dept. of Vo-Tech
1500 W. Seventh Avenue
Choctaw, OK 73020
(405)377-2000

Janis P McCullough
Management Analyst
Delaware SOICC
Department of Labor
P.O. Box 9029
Newark, DE 19714
(302)368-6963

Dr. Patrick J McDonough
Executive Director
American Asso. for Counseling & Develop.
5999 Stevenson Avenue
Alexandria, VA 22304
(703)823-9800

Mary McGee
Executive Director
Iowa SOICC
200 E Grand Avenue
Des Moines, IA 50309
(515)281-8076

Dr. John C Meerbach
Chief, Division of Student Services
Penn. Dept. of Education
333 Market Street
Harrisburg, PA 17126
(717)783-6777

Mary Ann Merando
Occupational Information Coordinator
Illinois State Board
100 North First Street
Springfield, IL 62777
(217)782-7084

Juliet V Miller
Consultant
317 Kentess
Worthington, OH
(614)436-8004

Larry McClure
Educ. & Work Program Director
NW Regional Educational Lab
101 S. W. Main Street
Suite 500
Portland, OR 97204
(503)275-9597

Joe McDaniel
Supervisor of Vocational Guidance
Mississippi Dept. of Education
P.O. Box 771
Jackson, MS 39205
(601)359-3951

Michael McElroy
OES Program Manager
BLS
441 G Street, N.W.
Room 2913 GAO Bldg.
Washington, DC 20212
(202)523-1684

Bruce McKinley
Executive Director
Career Information Systems
1787 Agate Street
Eugene, OR 97403
(503)686-3872

Wayne Meisels
Statistical Analyst 3
TN OICC
519 Cordell Hall Bldg

(615)741-3639

John Mickiewicz
Program Analysis Officer
DOL Employment and Training Admin.
201 Varick St.
New York, NY 10014
(212)337-2168

Gary Mitchell
Principal
Grand Forks Public
Box 6000
Grand Forks, MD 58201

Mary Beth McCormac
OIS Specialist
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-5671

Carl McDaniels
Project Director
Virginia VIEW
Virginia TEC
Blacksburg, VA 24061
(703)961-6890

James K McFadden
Executive Director
Delaware SOICC
Department of Labor
P.O. Box 9029
Newark, DE 19714
(302)368-6963

Virginia McMillan
Director of Research
IL Comminuty College Board
509 S. Sixth
Springfield, IL
(217)785-0789

Donald W Melton
Admissions/Career Planning & Placement
Williamsburg Tech College
601 Lane Road
Kingstree, SC 29556
(803)354-7423

Frank Miller
Director of Guidance and Spe.
Grand Forks Public Schools
Box 6000
Grand Forks, MD 58201
(701)746-2200

Sue Mohr
Admin. - Emp. Policy Division
MT Dept. of Labor
P. O. Box 1728
Helena, MT

Charles R Mollerup
Director
ID Career Information System
650 W. State Street
LBJ Building
Boise, ID 83720
(208)334-3705

Eleanor Morgenthau
Consultant
Directions
640 Muriel Court
Tallahassee, FL 32303
(904)385-0003

David Morman
Deputy Asst. Secretary of Labor
Dept. of Labor
200 Constitution
Washington, DC
(202)270-2473

J.B. Morton
Consultant
Aerospace Education Services Project
Stillwater, OK
(405)377-2255

Jonathon Moseley
Management Analyst
U.S. Education Department
421 Reporter's
300 7th Street, SW
Washington, DC 20202

Paul Nagy
Data Processing Manager
NH Dept. of Resources & Economic Devel.
P.O. Box 856
Concord, NH 3301

Wendi Nance
Information Development Specialist
SCOICC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2733

George E Nazer, Jr.
Assistant Supervisor
N.H. Dept. of Employment Security
32 South Main Street
Concord, NH 3301
(603)228-4126

Mildred T Nichols
Executive Director
Rhode Island SOICC
22 Hayes Street
Room 133
Providence, RI 2908
(401)272-0830

Betty A Nicholson
Program Analyst
NOICC
2100 M Street, NW
Suite 156
Washington, DC 20037
(202)653-5671

Robert Nicklos
Principal
Brashear H. S.
590 Crane Avenue
Pittsburgh, PA 15216
(412)571-7300

Brenda C Njiwaji
Department Manager
Michigan Employment Security Commission
7310 Woodward
Detroit, MI 48202
(313)876-5427

David J Nyhan
SCOICC Director
NY SCOICC

(518)457-6182

Jan Oehn
User Services Specialist
SOICC
P.O. Box 94600
Lincoln, NE 68509
(402)475-8451

Katrina Olin
SOICC Assistant
SOICC of New Hampshire
64 B Old Suncook Road
Concord, NH 3301
(603)228-9500

James E Oliver
President
Educational Guidance, Inc.
175 Golfcrest
Dearborn, MI 48124
(313)274-0682

Harvey Ollis
OIS Specialist
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-5671

Chris Olson
Voc.-Tec. Education Consortium of States
1866 Southern Lane
Decatur, GA 30033
(404)329-6543

Jan Olson
Career Counseling/Development Consult.
Department of Education
Grimes State Office Building
Des Moines, IA 50319
(515)281-4734

Lauri E Ostrander
Research Analyst
NH Division of Economic Development
P.O. Box 856
Concord, NH 330
(603)271-2341

Tom Owens
Research & Analysis Analyst
Employment Security Division
P.O. Box 2981
Little Rock, AR 72203
(501)682-3117

James C Palmer
Director, Research & Policy Studies
AACJC
One Dupont Circle, NW
Suite 410
Washington, DC 20036
(202)293-7050

Diane Parsons
Editor
Houghton Mifflin Co.
P.O. Box 683
Hanover, NH 3755
(603)448-3838

Frank L Perazzoli
Acting Executive Director
WV SOICC
1600-1/2 Washington Street,E.
Charleston, WV 25311
(304)348-0061

Samuel L Pike
Area Director
SCESC
P.O. Box 995
Columbia, SC 29202
( )

Kay Raithel
Director
Missouri SOICC
421 E. Dunklin Street
Jefferson City, MO 65101
(314)751-3800

Susan L Reddaway
Behavior Specialist
Roosevelt-Warm Springs Institute for Reh
P.O. Box 1000
Warm Springs, GA 31830
(404)655-2728

Konrad S Reyes
Executive Director
NMI SOICC
P. O. Box 149
Saipan, MP 96950
(670)234-7494

Frederick Pang
Research Director
Hawaii Department of Labor
830 Punchbowl Street
Honolulu, HI 96813
(808)548-7639

Dr. Chrystal L Partridge
Executive Director
Tennessee SOICC
519 Cordell Hull Building
Nashville, TN 37219
(615)741-6451

Dianne Perry
Guidance Administrator
Detroit Public Schools
5057 Woodward Avenue
Detroit, MI 48202
(313)494-1236

Theodore N Popoff
Executive Director
INDOICC
150 W Market Street
7th Floor
Indianapolis, IN 46204
(317)232-8547

Armando Ramos-Toro
SOICC Member
Puerto Rico SOICC
P.O. Box 6212
San Juan, PR 936
(809)753-7110

Doug Reeves
SCESC
P.O. Box 995
Columbia, SC 29202
( )

Vince Rhodes
Division Supervisor
S. C. Vocational Rehab. Dept.
1410 Boston Ave.
W. Columbia, SC
(803)739-5324

Max Parker
Executive Director
Utah SOICC
P.O. Box 11249
Salt Lake City, UT 84147
(801)533-2028

Linda M Pearson
Stratefic Planning & Policy Coordination
Indiana Dept. of Employment & Training
150 W. Market
Indianapolis, IN 46204
(317)232-8531

Bob Philbeck
North Carolina SOICC Agency Member
Division of Vocational Rehabilitation
620 N. West Street
Raleigh, NC 27611
(919)733-5766

Victor P Racicot
Director
SOICC New Hampshire
64B Old Suncook Road
Concord, NH 3301
(603)228-9500

Donald E Rawe
Vocational Rehabilitation Prog. Spec.
U. S. Dept. of Education
Washington, DC
(202)732-1414

Mary Ann Repetz
SCESC
P.O. Box 995
Columbia, SC 29202
( )

Lee J Richmond
President,NCDA
Loyola College of Maryland
Education Department
4501 N. Charles Street
Baltimore, MD 21210
(301)363-1694

Oliver S Robinson, III
Director, Research & Statistics
LA Department of Labor
P.O. Box 94094
Baton Rouge, LA 70804
(504)342-3141

Steve Rosenow
Coordinator
National Crosswalk Service Center
Iowa SOICC
200 E. Grand
Des Moines, IA 50309
(515)281-4231

Anne C Sadler
Education Specialist
Dept. of Employment Services
500 C Street, N.W.
Room 215
Washington, DC 20001
(202)639-1085

Dr. Gregory B Sampson
Labor Market Information Director
Employment Security Commission
P.O. Box 25903
Raleigh, NC 27611
(919)733-2936

Mark J Schaff
Supervisor
Ohio SOICC
145 S. Front Street
Columbus, OH 43215
(614)644-2689

Pat Schwallie-Giddis
State Coord. for Career Development
Department of Education
Knatt Building
Tallahassee, FL 32316
(904)488-0400

Rebecca Shepherd
Peterson's Guides
166 Bunn Drive
Princeton, NJ 8540
(609)924-5338

Dr. Thomas G Rocks
Director of Pupil Services
Waynesboro Area School District
P.O. Box 72
Waynesboro, PA 17268
(717)762-1191

Noal Rosenthal
BLS
Washington, DC
(202)272-5382

Sally Sadler
R & A Coordinator
Alaska Dept. of Labor
P.O. Box 25501
Juneau, AL 99802
(907)465-4518

Carmen E Santamaria
SOICC Member
Puerto Rico SOICC
P.O. Box 6212
San Juan, PR 936
(809)753-7110

B. June Schmidt
Assoc. Professor
VPI & SU, Division of Voc. Ed.
213 Lane Hall
Blacksburg, VA 24061
(703)961-5471

John R Searle
Programs Administrator
Oklahoma Department Human Services
Box 25352
Oklahoma City, OK 73125
(405)521-3611

Robert C Sherer
Executive Coordinator
Michigan SOICC
310 Hollister Bldg.
P.O. Box 30015
Lansing, MI 48909

John Romanek
Systems Director
Uniiversity of Texas at San Antonio
Loop 1604, NW
San Antonio, TX 78285
(512)691-4317

Beverly Ross
Scott Community College
500 Belmont Road
Bettendorf, IA 52722
(319)322-5015

Jose H Salas
Chairman
NMI SCOICC
P. O. Box 149
SPN, MP 96950
(610)234-7394

Arlene Schacht
Counselor
Neptune School District
Neptune, NJ 7753
(201)776-2000

Jeremy Schrauf
Research Director
NYS DOL
Harriman Campus
Room 400, Building 12
Albany, NY 12240
(518)457-6181

Laurence H Seidel
Director
New Jersey SOICC
CN 056
Trenton, NJ 8625
(609)292-2682

Marilyn M Shipman
Supervisor
Ohio Dept. of Education
65 S. Front Street
Room 908
Columbus, OH 43266

Curtis Shumaker
Director
Oklahoma SOICC
State Dept. of Vo-Tech. Educ.
1500 W. 7th Avenue
Stillwater, OK 74074
(405)377-2000

Rodney Slack
OIS Specialist
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-7680

Hugo Soll
Manager, OIS of Arizona
DES Research Administration
P.O. Box 6123-733A
Phoeix, AR 85007
( )

Raymond Spafford
Marketing Manager
Chronicle Guidance Publishing
P.O. Box 1190
Moravia, NY 13118
(315)497-0330

Pat Stanley
Vocational Specialist
California Community Colleges
1107 9th Street
Sacramento, CA 95814
(916)781-0599

Lamecia Stiles-Burden
Career Information Coordinator
Ok State Department of Voc. Tech.
1500 W. Seventh Avenue
Stillwater, OK 74074
(405)377-2000

John C Thompson
Economist
Bureau of Labor Statistics
GAO Building, Room 2913
441 G. Street, N.W.
Washington, DC 20212
(202)523-1051

Gary L Sigmon
Professor
Appalaclian State University
Boone, NC 28608
(704)262-2719

Mary Smarr
U.S. Dept. of Labor
Employment & Training Administrator
1371 Peachtree Street, N.E.
Atlanta, GA 30367
(404)347-4411

Dixie Sommers
Director, Labor Market Information
Ohio Bureau of Employment Services
145 S. Front Street
P.O. Box 1618
Columbus, OH 43216
(614)644-2689

Lavinia B Sparkman
Project Coordinator
The Nat'l Career Guidance Guidelines
P.O. Box 477
Macon, MS 39341
(601)726-5945

Patrick A Stanley
Executive Director
Hawaii SOICC
830 Punchbowl Street
Room 315
Honolulu, HI 96813
(808)548-3496

Don C Sullivan
Coordinator
Kentucky SOICC
275 E. Main Street
Frankfort, KY 40621
(502)564-4258

Jan Throwell
User Services Manager
Alaska Career Information System
Alaska Dept. of Education
Box F, Goldbelt Building
Juneau, AL 99811
(907)465-2980

Mary L Simms
Executive Director
Alabama SOICC
207 Montgomery Street
Bell Building, Suite 400
Montgomery, AL 36130
( )

George Smith
People Builders International
110 North Lake Drive
Lexington, SC 29072
(803)359-1390

Carol A Sorenson
Elementary School Counselor
Waukee Elementary School
4224 Village Inn #15
West DesMoines, IA 50263
(515)224-0120

Jan Staggs
Executive Director
Illinois SOICC
217 E. Monroe Street
Suite 203
Springfield, IL 62706
(217)785-0789

Lila Stewart
Guidance Counselor
New Albany Middle School
Apple Street
New Albany, MS 38652
(601)534-5006

Michael Swaim
Occupational Analyst Supervisor
North Carolina Employment Security Comm.
P.O. Box 27625-ESC-OAFC
Raleigh, NC 27611
(919)733-7917

John Tirinzonie
Labor Economist
Conn. Labor Dept.
200 Folly Brook Blvd.
Wethersfield, CT
(203)566-7506

Richard Tribble
User Services Representative
SCOICC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2733

Lynn Troute
Educational Administrator
Illinois State Board of Education
100 N. 1st Street
Springfield, IL 62777
(217)782-4620

Isiah Turner
Commissioner
Employment Security Department
212 Maple Park
Olympia, WA
(206)753-5114

Petra Turner
SCESC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2660

Carolyn C Uhl
Counselor
Sioux City Community School
RR 2 Box 182-A
Sioux City, IA 51106
(712)943-5131

Mary Susan Vickers
Director, Labor Market Infor. Center
SD Department of Labor
420 South Roosevelt Street
Aberdeen, SD 57401
(605)622-2314

Janet M Vince
Ed. Program Specialist
N.J. Dept. of Ed, DUE
225 West State Street
CW 500
Trenton, NJ 8625
(609)292-5850

Robert Vinson
Director
MA SOICC
CF Hurley Bldg, 2nd floor
Government Center
Boston, MA 2114
(617)727-6718

Pat Waldren
Wintergreen Software
P.O. Box 1229
Madison, WI 53701
(608)256-1747

Mary M Walker
Communications Coordinator
NOICC
2627 Colston Drive
Chevy Chase, MD 20815
(301)588-3904

Mabel Walls
SCESC
P.O. Box 995
1550 Gadsden Street
Columbia, SC 29202
(803)737-2617

Phil Walls
Labor Market Analysts
Employment Security
7-11 Randolph Avenue
Elkins, WV 26240
(304)636-1810

Joe Ward
SCESC
P.O. Box 995
Columbia,, SC 29202
( )

Laura B Ward
Guidance & Placement Coordinator
Montgomery Public Schools
P.O. Box 6223
Montgomery, AL 36106

Larry Wardle
Director, LMI Services
Utah Dept. Employment Security
174 Social Hall Avenue
Salt Lake City, UT 84147

Robert Ware
Director, Policy & Information
Dept. of Employment & Training
5 Green Mountain Drive
POB 488
Montpelier, VT 5602
(802)229-0311

Dr. Winifred Warnat
Director, Vocational-Technical Education
U. S. Detartment of Education
Washington, DC
(202)732-2441

Mary E Warren
Contracts Assistant
Houghton Mifflin Company
P.O. Box 683
Hanover, NH 3755
(603)448-3838

Janet L Washbon
WOICC Administrative Director
Dept. of Industry, Labor & Human Relatio
201 E. Washington Ave.
Room 221X
Madison, WI 53702
(608)266-6722

Celia Washington
Michigan Employment Security Commission
7310 Woodward Avenue
Detroit, MI 48202
(313)876-5300

Nancy Washington
Counselor
Neptune School District
Neptune, NJ 7753
(201)776-2000

Rebecca Washington
LMI
SCESC
P.O. Box 995
Columbia, SC 29202
( )

John Watson
Public Relations Director
SC Employment Security Commission
1550 Gadsden Street
P.O. Box 995
Columbia,, SC 29202
(803)737-2700

Gloria A Weatherall
GIS Coordinator
Oklahoma Employment Security Commission
305 Will Rogers Bldg.
Oklahoma City, OK
(405)557-7124

Walton Webb
Coordinator, State & Interagency Network
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-5671

Dr. Lois Weihe
Dean
Scott Community College
500 Belmont Road
Bettendorf, IA 52722
(319)322-5015

Karen Wempen
ISE II
DORS
623 E. Adams
Springfield, IL 62705
(217)782-2928

George A Whaley
Counselor
Trident Technical College
P.O. Box 10367
Charleston, SC 29411
(803)572-6134

Ida White
Coordinator/Project Bridge
Department of Education
44-46 Kongens Gade
St. Thomas, VI 801
(809)774-8235

Susan M White
Information Occupation Specialist
Kansas Careers
304 Bluemont Hall
Kansas State University
Manhattan, KS
(913)532-6540

Alvin Williams
Research Analyst, BLS
Dept. of Labor, UI
Charlotte Amalie
St. Thomas, VI
(804)776-3700

Executive Director
Dept. of Employment Services
500 C Street, N.W.
Room 215
Washington, DC 20001
(202)639-1090

Melanee R Williams
Guidance Coordinator
Charleston County School District
3 Chisolm Street
Charleston, SC 29401
(803)722-8461

Randall E Williams
Director
Kansas SOICC
401 Topeha Avenue
Topeha, KS 66603
(913)296-2387

Tom Williams
Career Education Coordinator
Oregon Dept. of Education
700 Pringle Parkway SE
Salem, OR 97310
(503)378-3597

David Winefordner
Director, Division of Career Guidance
AEL
P.O. Box 1348
Charleston, WV 25325
(304)347-0455

Elliot Winer
Mass. Division of Employment Security
C F Hurley Building
Government Center
Boston, MA 2114
( )

Rita L Wolf
Director, Policy & Management Analysis
Kansas Dept. of Human Reources
401 Topeka Blvd.
Topeka, KS 66603
(913)296-3588

Warren Wolff
President
Career Passports, Inc.
1319 Spruce Street
Boulder, CO
(303)449-1631

Ted Woodhouse
Executive Director
Washington SOICC
212 Maple Park
MS KG-11
Olympia, WA 98504
(206)438-4803

Jim Woods
Coordinator, OIS Development
NOICC
2100 M Street, N.W.
Suite 156
Washington, DC 20037
(202)653-5665

Jeffrey Worst
Senior Consultant
Booz-Allen & Hamilton
4330 East-West Highway
Bethesda, MD 20814
(301)951-2933

Gregg Wright
Senior Associate
Booz-Allen & Hamilton
4330 East-West Highway
Bethesda, MD 70814
(301)951-2760

Dr. Gordon York
Assistant Superintendent of Education
Grand Forks Public Schools
Box 6000
Grand Forks, MD 58201
(701)746-2200

Harry Zimmerman
Career Vocational Counselor
Passaic Public Schools
101 Passaic Street
Passaic, NJ 700
( )

1988
National SOICC Conference Exhibitors

EXHIBITORS

ACE Distribution Services
c/o Kansas Careers
363 Bluemont Hall
Kansas State University
Manhattan, KS 66506

American College Testing
Program
2201 N. Dodge Street
P.O. Box 168
Iowa City, IA 52243

Career Information System
1787 Agate Street
University of Oregon
Eugene, OR 97403

CFKR Career Materials, Inc.
P.O. Box 437
Meadow Vista, CA 95722

CSG Careerware
955 Green Valley Crescent
Ottawa, Ontario Canada
K2C3V4

COIN Educational Products
3361 Executive Parkway
Suite 302
Toledo, OH 43606

EDITS: Educational &
Industrial
Testing Service
P.O. Box 7234
San Diego, CA 92107

Houghton Mifflin Company
Education Software Division
P.O. Box 683
Hanover, NH 03755

Meridian Education
Corporation
236 E. Front Street
Bloomington, IL 61701

National Center for
Research
in Vocational Education
1960 Kenny Road
Columbus, OH 43210

Network Data Systems, Inc.
3419 Pierson Place
Flushing, MI 48433

NOCTI
409 Bishop Hall
Ferris State University
Big Rapids, MI 49307

Orchard House, Inc.
112 Balls Hill Road
Concord, MA 01742

People Builders Intern'l
110 N. Lake Drive
Lexington, SC 29072

Peterson's Guides
166 Bunn Drive
Princeton, NJ 08540

South-Western Publishing
5101 Madison Road
Cincinnati, OH 45227

U.S.A. Today
1338 Hundred Oaks Drive
Charlotte, NC 28217

Vocational-Technical
Education
Consortium of States
1866 Southern Lane
Decatur, GA 30033

Wintergreen Software, Inc.
P.O. Box 1229
Madison, WI 53701

1988
National SOICC Conference Program

Building Bridges Through Information

Eleventh Annual
National SOICC Conference

SOICC Directors and Committee Members
The Interstate Conference of Employment
Security Agencies LMI Committee
National Association of State Career
Development/Guidance Supervisors

The Omni Hotel
Charleston, South Carolina
July 25-27, 1988

82

Cooperating Organizations

The National and State Occupational Information Coordinating Committees (NOICC/SOICC) are mandated by the Carl D. Perkins Vocational Education Act and the Job Training Partnership Act. The purpose of these interagency committees is to promote the development and use of occupational information at the national, state and local levels.

ICESA

The Interstate Conference of Employment Security Agencies/Labor Market Information (ICESA/LMI) committee represents the Research and Analysis Chiefs from Employment Security agencies across the country. Their units collect, analyze and disseminate industry and occupational data to support a wide variety of national, state and local government and private sector programs.

The National Association of State Career Development/ Guidance Supervisors (NASCD/GS) is composed of employees of states and territories. Its purpose is to promote the development and expansion of career development/guidance programs and practices through research and evaluation efforts, legislative initiative, interaction with other organizations focused on career development and guidance and on ongoing activities with administrators, school boards and others.

83

Program Descriptions

Sunday, July 24, 1988

6:00 pm - 8:00 pm — Conference Registration
2nd Floor Lobby

Monday, July 25, 1988

7:30 am - 9:00 am — Guidance Supervisors Executive Committee Breakfast
Suite 2-F

8:00 am - 5:00 pm — Conference Registration
2nd Floor Lobby

9:00 am - 10:00 am — **Welcome to South Carolina and Opening Remarks**
Willow

Introductions: Carol Kososki, SOICC Director, South Carolina

Speakers:
- Dr. Robert David, Chairman, South Carolina SOICC
- Joe S. Dusenbury, Vice Chairman, South Carolina SOICC
- Ernest F. Hollings, U.S. Senator, South Carolina
- Juliette Lester, Executive Director, NOICC
- Isiah Turner, President, ICESA
- Dr. Evelyn Lavaty, President, NASCD/GS

10:00 am - 10:45 am — **Keynote Address: Development Report Card of the States**
Willow

Introduction: Juliette Lester, Executive Director NOICC

Speaker: Robert Friedman, President, Corporation for Enterprise Development

Mr. Friedman will present the findings of a recent national study on the economic climate of the states. The Report Card grades every state on four indexes: economic performance, business vitality, resource capacity, and state policy to support economic development. .

10:45 am - 11:15 am — **BREAK**

11:15 AM - NOON — **General Session - Legislative Update**
Willow

Introductions: Carol Kososki, SOICC Director, South Carolina

Speakers:
- Dr. Beth Buehlmann, Education Staff Director, U.S. House Education and Labor Committee
- Barry Strumpf, Professional Staff Member, U.S. Senate Budget Committee

Panelists will discuss funding developments associated with occupational and labor market information and guidance/counseling programs. Additionally, legislative initiatives associated with this field will be discussed.

NOON - 1:30 pm — **LUNCH (The Omni)**
Live Oak/Magnolia

Luncheon Address: To Live or Die

Introduction: Juliette Lester, Executive Director, NOICC

Speaker: Dr. Noah Landale, Jr., President, Georgia State University

1:00 pm - 6:00 pm — **Media Viewing Room/State Displays Open**
Ashley Cooper

1:30 pm - 2:30 pm — **Select from four concurrent sessions.**

Jenkins-King Charles

1. **Marketing the OIS and Recouping Your Costs**

Chair: Nancy Hargis, SOICC Director, Oregon

Marketing the OIS and recovering the costs of production are issues facing many SOICCs today. This session will be an open forum for sharing marketing and pricing strategies, successes and failures. Copies of brochures, other awareness materials and price lists will be provided.

Drayton

2. **The National Career Development Guidelines Demonstration Models**

Chair: Dr. Mary Beth McCormac, NOICC

Panel Members:
- Dr. Frank Miller, Director of Guidance, Grand Forks Public Schools
- Dr. Tom Rocks, Director of Guidance, Waynesboro Public Schools
- Colett Branch Cross, Vocational Counselor, New Albany Public Schools
- Dr. James R. Hirschinger, Associate Dean, Student Services, Sierra College
- Robert Nicklos, Principal, Brashear High School, Pittsburgh

Four states received two-year NOICC Special Purpose Grants in October, 1987 to develop local level demonstration model programs using the National Guidelines. Representatives of the local sites will report on the steps, successes, and difficulties encountered during the first year implementation of comprehensive career guidance and counseling programs.

Colleton

3. **Computerized Adaptive Testing - The Armed Services Vocational Aptitude Battery (ASVAB)**

Chair: Joe McDaniel, Supervisor, Mississippi Department of Education

Speakers: Dr. Anita R. Lancaster, Assistant Director, Accession Policy, U.S. Department of Defense

Dr. Clessen J. Martin, Research Psychologist, Department of the Navy

This session will describe DOD efforts to develop a computerized adaptive enlistment test which would replace ASVAB. The presentation will include research to-date and a demonstration of an adaptive aptitude test.

Cypress

4. **New OES/SOC-based CIDS Database**

Chair: Dixie Sommers, Director, LMI Division, Ohio Bureau of Employment Services

Speakers: Eleanor Morgenthau, Consultant

Liz Barnett, CHOICES Manager, Mississippi

The recommended structure for occupations in a CIDS is the SOC, while the OES structure is used in an OIS. The new compatibility between the OES and SOC now makes it possible to use OES occupations in a CIDS, creating a direct link between a CIDS and the OIS in any state. The OIS-CIDS linkage allows the use of common data items and it lets users easily cross back and forth between the systems, making full use of the data in each system. This workshop describes the exemplary methodology for the CHOICES national OES/SOC data base, a methodology that could be used in any CIDS in any state.

2:30 pm - 3:00 pm **BREAK**

Public Relations Consultation

Conference participants are invited to meet with NOICC Communications Consultant Mary Margaret Walker for one-on-one advice and assistance with public relations problems and opportunities. Ms. Walker will advise you on possible strategies for obtaining media attention for your activities; how to write press releases that will get coverage; or help you develop information packets that will explain your organization and programs.

Office Hours:

Monday, July 25 2:00 - 5:00 pm

Tuesday, July 26 1:30 - 4:30 pm

Wednesday, July 27 9:30 - 11:30 am

88

3:00 pm - 4:00 pm **Select from four concurrent sessions.**

Jenkins-King Charles

1. **OIS Applications from a Community College Perspective**

Chair: Mary Sue Vickers, SOICC Director, South Dakota

Panel Members:

Virginia McMillan, Director of Research, Illinois Community College Board

Dr. Rudolfo Garcia, Associate Vice Chancellor/Research and Evaluation, City Colleges of Chicago

Joseph Dockery-Jackson, Director of Research and Planning, Black Hawk College

In the past three years, the OIS has become an integral part of the planning process for some of the community colleges in Illinois. This panel will describe specific OIS applications developed by local users in the areas of program planning and evaluation and economic development, as well as the state agency perspective and recommendations to make the system even more useful.

Drayton

2. **Use of The National Career Development Guidelines with State & Local Funding**

Chair: Walton Webb, NOICC

Panel Members:

Robert Sherer, SOICC Director, Michigan

Gertrude Bonaparte, Consultant, Vocational Guidance, Michigan

Jan Olson, Consultant, Bureau of Career Education, Iowa

Randy Eubank, Guidance Specialist, Arizona

Kim Holloway, Guidance Department Chair, Marana High School

This presentation demonstrates the use of National Career Development Guidelines with state and local funding in the Marana (Tucson, Arizona) Unified District Guidance and Counseling Program. This guidance plan which includes philosophy, goals, objectives/competencies, role and function, and yearly calendar will be presented along with a counselor evaluation instrument, needs assessment, and a guidance and counseling curriculum. Copies of the materials will be available to participants.

Colleton

3. **New Hampshire Economic Development Data System**

Chair: Dr. Victor P. Racicot, Director, SOICC of New Hampshire

87

Panel Members:

Lauri Ostrander, Research Analyst, New Hampshire Division of Economic Development

Paul Nagy, Data Processing Manager, New Hampshire Department of Resources and Economic Development

Gene Jurado, Programmer, Western Occupational Research Corporation

This presentation includes a demonstration of the micro computer version of NEDDS, an adaptation of the Maine Economic Development System. As an aid in economic development, searches can be done for buildings, industrial parks, sites, and community profiles. A computer projection panel will be used for large group visualization.

Cypress

4. **Military Career Information Resources**

Chair: Mike Fernandez, SOICC Director, Texas

Speakers: Dr. Anita R. Lancaster, Assistant Director, Accession Policy, U.S. Department of Defense

Gregg J. Wright, Project Manager, Booz, Allen & Hamilton, Inc.

This presentation will provide a status report on military career information resources and recent initiatives. Topics include: (1) use of Armed Services Vocational Aptitude Battery (ASVAB) scores for career exploration in computerized guidance systems; (2) recent publication of *Military Career Guide 1988-89*; (3) forthcoming publications; (4) DOD Student Testing Program plans; (5) occupational analysis research.

4:00 pm - 5:00 pm **Select from four concurrent sessions.**

Jenkins-King Charles

1. **OIS Applications: Training Issues and Approaches**

Chair: Pam Frugoli, NOICC

Speakers: John Cosgrove, SOICC Director, Minnesota

Bruce Steuernagel, Research & Statistics, Minnesota Department of Jobs & Training

David Allen, Coordinator, Occupational Information Unit, Oregon Employment Division

OIS training is much more than explaining data sources and computer accessing strategies. This session will explore OIS training and use for vocational rehabilitation, vocational program approval, welfare programs, and economic development.

Drayton

2. **Brokering CIDS from Many Vendors**

Chair: Susan Brown, SOICC Director, Maine

Speakers: Dr. Victor Racicot, Director, SOICC of New Hampshire

David Nyhan, Director, New York SOICC

Ms. Brown will discuss the State of Maine's experience in brokering more than one CIDS system. Dr. Racicot will describe how New Hampshire uses the educational facilitator's center to broker CIDS within the state. Mr. Nyhan will report on a recent comprehensive evaluation of various CIDS vendors in the state of New York.

Colleton

3. **The Changing Service Sector**

Chair: James McFadden, SOICC Director Delaware

Speaker: Ronald Kutscher, Associate Commissioner, Office of Economic Growth & Employment Projections, Bureau of Labor Statistics, U.S. Department of Labor

Mr. Kutscher will examine past and projected changes in the service sector. This presentation will include a discussion of employment changes at both industry and occupational levels.

Cypress

4. **New Resources**

OVIS II & DAT — The SOICC Connection

Chair: Dr. Mary Louise Simms, SOICC Director, Alabama

Speakers: Jonnie Griffin, Specialist, Counseling & Career Guidance Section, Alabama Department of Education

Nancy Fortner, Specialist, Guidance and Publications, Huntsville City School System

All 9th grade students in Alabama (approximately 59,000) are administered OVIS II and DAT. Special resource materials have been developed and the SOICC CIDS modified to enhance career/education exploration using test results.

Vocational Rehabilitation — A New CIDS File

Chair: Cliff Granger, SOICC Director, Georgia

Speakers: Christine Kendall, Alabama Vocational Rehabilitation Services

Susan Reddaway, Behavior Specialist, Roosevelt Warm Springs Institute for Rehabilitation, Georgia

A new file is being added to CIDS to allow Vocational Rehabilitation clients to receive localized/individualized agency listings for appropriate services. The Interpersonal Adjustment Program for Employability at the Roosevelt Warm Springs Institute for Rehabilitation will be discussed.

5:00 pm - 5:30 pm — **Single Audit Act (SOICC Directors Only)**
Willow

Introduction: Betty Nicholson, NOICC

Speaker: Michael Brustein, Attorney, D.C.

This presentation will offer SOICCs ONLY an indepth look at the impact of the Single Audit Act and OMB Circular A-128 on SOICC grants, an overview of legal authorities, and a discussion of general and liability-generating audit issues.

5:30 pm - 6:45 pm — **Hospitality Reception Sponsored by ACSCI and South Carolina IAPES**
Hospitality Suite 2J

7:00 pm - 11:30 pm — **Dinner/Entertainment (The Omni)**
Live Oak/Magnolia

Charleston Flappers and Early Days Jazz Band

TUESDAY, JULY 26, 1988

8:30 am - 1:00 pm — **Media Viewing Room/State Displays Open**
Ashley Cooper

8:30 am - 9:15 am — **NOICC/SOICC Network Issues (SOICC Directors Only)**
Cypress

Chair: Juliette N. Lester, Executive Director, NOICC

Panel Members:

Jim Woods, NOICC

Walton Webb, NOICC

This session is for SOICC Directors only. The NOICC Executive Director and key staff members will discuss important planning and communication issues with SOICC Directors.

9:15 am - 10:00 am — **Technical Steering Group (TSG) Forum (SOICC Directors and SOICC Members Only)**
Cypress

This session is for SOICC Directors and SOICC Committee members only. The NOICC Technical Steering Group (TSG) will discuss NOICC long-range budget planning issues and concerns.

10:00 am - 10:15 am — **BREAK**

10:15 am - 11:15 am — **General Session - How to Unleash People Power**
Willow

Introduction: Martelle Chapital, Guidance Program Manager, Colorado

Speaker: Dr. Burt Bertram, Counselor and Human Relations Consultant

Teams are performance champs! How are they created — what, exactly, is the teamwork magic? This stimulating and thought-provoking talk outlines the essential people power components of team building and defines the "pixie dust" of listening and communication that makes teams come alive!

11:15 am - 12:15 pm — **Select from three concurrent sessions**
Cypress

1. **Sales Techniques and Results (STAR) Course**

Chair: Pat Schwallie-Giddis, Florida Coordinator for Career Development

Speaker: Tom Rafferty, Director, Southeastern Region, National Alliance for Business

STAR is a comprehensive training course designed to train job developers and occupational placement specialists with the tools for increasing job placement. STAR is designed specifically for people who are involved in securing unsubsidized, private sector employment for economically disadvantaged, handicapped or hard-to-employ workers.

Drayton

2. **Welfare Reform**

Chair: Gary Crossley, ICESA LMI and Research Director

Speaker: Carl Williams, Deputy Director, California Department of Social Services

The key to California's welfare reform, known as Greater Avenues for Independence (GAIN), is labor market information. The entire education, training, and employment effort is keyed directly to labor market demand at the local level. Learn how California is installing the largest work effort ever undertaken in a state and the critical role played by those in the labor market information business.

Colleton

3. **New CIDS States: 1987-88 Start-Up**

Chair: John Meerbach, Pennsylvania Department of Education

Panel Members:

Don Sullivan, SOICC Director, Kentucky

Liz Barnett, CHOICES Manager, Mississippi

Valorie Hopkins, SOICC Director, Nevada

Fritz Fichtner, SOICC Director, Pennsylvania

This session will include presentations from four States that have started CIDS programs in the last year with assistance of NOICC grants. State presenters will describe their challenges and successes as they put together systems now serving more than 450 user sites.

12:15 pm - 1:30 pm — **LUNCH** (on your own)

1:30 pm - 5:30 pm — **Exhibits Open**
Magnolia

1:30 pm - 3:00 pm — **Select from four concurrent sessions.**
Drayton

1. **Personal Responsibility Makes Things Happen**

Chair: Jan Olson, Consultant, Iowa Bureau of Career Education

Speaker: Dr. Burt Bertram, Counselor and Human Relations Consultant

Every human situation requires leadership to make things happen. This workshop challenges participants to honestly examine the consequences and effectiveness of the level of personal responsibility they have taken to make things happen. The essential ingredients of leadership are also presented along with some practical guidelines for their development and use.

Cypress

2. **Vocational Rehabilitation and CIDS**

   Chair: Ted Bruce, SOICC Director, Florida

   Speakers: Zelda Rogers and Glenn Thomas, Florida Center for Career Development

   Bill Caston, SOICC Director, Mississippi

The Florida CIDS (Florida CHOICES) is utilized within both public and private vocational rehabilitation agencies. This session will address the perceived roles, implementation strategies, counseling concerns, and formal evaluations of Florida CHOICES for the specialized population served by vocational rehabilitation. During the second part of this session, Mr. Caston will present a videotape from the Mississippi Vocational Rehabilitation Agency for the Blind.

Jenkins-King Charles

3. **Workforce 2000: Building An Awareness**

   Chair: Don Sullivan, SOICC Director, Kentucky

   Speakers: Buck Ethredge, Special Assistant for Workforce 2000, U.S. Department of Labor Employment and Training Administration, Atlanta, Georgia

   Sonny Walker, National Alliance of Business, Atlanta, Georgia

   John Clarke, Chairman, Kentucky Job Training Coordinating Council & Vice President, General Electric Corporation

The focus of this presentation is creating an awareness of the problems that will exist in the year 2000 and utilizing the resources which SOICCs have to solve some of these problems.

Colleton

4. **Dictionary of Occupational Titles (DOT) and the National Crosswalk Service Center**

   Chair: Nancy MacCormac, SOICC Director, North Carolina

   DOT Update and Automation

   Speakers: John Hawk, Employment and Training Administration, U.S. Employment Service

   Kay Raithel, SOICC Director, Missouri

This session will cover the Dictionary of Occupational Titles (DOT), including the changes in the Second Supplement to the DOT (1986), the schedule for future changes, and automation efforts for the DOT. The ses-

sion will examine the DOT from the perspective of the Employment and Training Administration (USES) and from a user's perspective.

National Crosswalk Service Center

Speaker: Steve Rosenow, National Crosswalk Service Center

The National Crosswalk Service Center serves SOICCs and others using automated occupational databases. This workshop will review changes incorporated into Version 3 of the NOICC Master Crosswalk. The workshop will also include a demonstration of microcomputer software for extracting information from the crosswalk.

3:00 pm - 3:30 pm **BREAK**

3:30 pm - 4:30 pm **Select from four concurrent sessions.**

Drayton 1. **Vendor Workshop A**

Cypress 2. **Vendor Workshop B**

Jenkins-King Charles 3. **Vendor Workshop C**

Colleton 4. **Vendor Workshop D**

These sessions offer vendors a special time to present an overview of the products featured in their exhibits. Following the vendors' overview, conferees have the opportunity to visit individual vendors' displays. Be sure to collect exhibit attendance coupons to be eligible for a special prize.

4:30 pm - 5:30 pm **Viewing Exhibits and Vendors Reception in Exhibit Area**
Magnolia

6:30 pm - 10:30 pm **Barbecue at Middleton Plantation, Tour of Gardens, and Charleston Bluegrass Society**

WEDNESDAY, JULY 27, 1988

8:30 am - 9:30 am **General Session - Technological Change and the Global Economy**
Willow

Introductions: Jim Woods, NOICC

Speakers: Lionel Dixon, Director, General Occupational and Career Information Branch, Employment and Immigration, Canada

Ben Munger, Consultant, Office of State Senator William Greene, California

Technological and structural changes in employment have challenged the capacity of current labor market information systems to provide adequate information. Lionel Dixon will describe Canada's new system for developing and disseminating labor market information. Bill Munger will provide an overview of how California is meeting the challenge for better information through its newly developed labor market information system.

9:30 am - 10:30 am **Select from four concurrent sessions.**

Colleton

1. **Innovative Additions or Enhancements to the Micro-OIS**

   Chair: Rod Slack, NOICC

   Industry Information System

   Speaker: Kay Raithel, SOICC Director, Missouri

   Vocational Evaluation Module

   Speaker: Dr. Hugo Soll, Manager, Arizona Occupational Information System

This session presents a sample of state initiated efforts to improve information delivery for the improvement of planning or counseling. The speakers will describe and demonstrate systems which may be of interest and value to other states.

Drayton

2. **Adolescent Vocational Exploration Program**

   Chair: Rebecca Dedmond, Supervisor, Virginia Career Education and Guidance

   Speakers: Carol June-Washington, Director Grants Management Division, New York

   Henry Daisey, Youth Program Coordinator, New York

AVE is an early intervention, pre-employment program targeted primarily at youth 14-15 years old who are at risk of dropping out of school. This early intervention mechanism consists of a preventive modality that includes career exploration, private sector and work expectations and experience, academic support and remediation giving focus and purpose to their high school careers.

Jenkins-King Charles

3. **ACE Consortium Products**

   Chair: Walton Webb, NOICC

   Speakers: Dr. Dennis Angle, Kansas State University

   John Watson, South Carolina Employment Security Commission

The ACE Consortium (NOICC with the South Carolina, North Carolina, Colorado, Alabama, West Virginia and Kansas SOICCs) is distributing a group of video career resources and is proposing several new products and activities. This presentation will provide an update on all the activities of the consortium. This includes the premiere of a science/math/technology motivational video for upper elementary students: "It's a New World."

Cypress

4. **Employ Illinois**

   Chair: Ted Popoff, SOICC Director, Indiana

   Speakers: Henry L. Jackson and Erwin M. Cohen, Illinois Department of Employment Security

Employ Illinois is a Department of Employment Security effort to promote a positive business climate through an integrated labor exchange system that broadens access to the job market, identifies the best qualified job candidates, and effectively targets vocational training and economic development strategies. These services are provided at no charge or at minimal cost.

10:30 am - 10:45 am **BREAK**

10:45 am - 11:45 am **Select from four concurrent sessions.**

Colleton

1. **Addition of the Training and O/I Modules to the OIS**

   Chair: Jim Woods, NOICC

   Training Module

   Speakers: Phil Baker, SOICC Director, Nebraska
   Larry Seidel, SOICC Director, New Jersey

This presentation will feature the use of CIDS vocational school information to develop an integrated OIS training module. The discussion will include the use of CIDS data to create the OIS file as well as the compatible CIVTRAIN data base, the Naval Reserve Contract Training Program.

O/I Module — Stand Alone Version with Employers

Speaker: Katrina Olin, New Hampshire Occupational Information Coordinating Committee

This presentation is a discussion of program modifications to the Micro OIS Employee Module to create two stand alone systems, and reasons why this method was used. Sources for matrix data and employer listings will be discussed. There will be a demonstration of the system using a computer projection panel for large group viewing.

O/I Module — Integrated Version

Speaker: Pat Stanley, SOICC Director, Hawaii

Hawaii's Micro OIS is fully integrated on hard disc with files for Supply, Demand, Analysis, Characteristics, Training Directory, O/I Matrix, Employer (Yellow Pages) listing, Military (MOTD) and Job-Skill Bank. Modules of these files are available on floppy diskette.

Drayton

2. **Inner-City and At-Risk Population Groups**

   Chair: Stan Butterworth, SOICC Director, Arizona

   Panel Members:

   Houston H. Markley, Executive Director, Wesley Community Center, Phoenix

   Mary Grace Kelly, Director, Labor Market Studies, Private Industry Coun-

cil, Pittsburg and Allegheny County

Dr. Hugo H. Soll, Manager, Arizona Occupational Information System

The Arizona SOICC and the Wesley Community Center (A United Way Agency) will review joint job information services. The workshop will focus on provision of employment and related training information to at-risk, inner-city populations. Discussion will include: use of the Arizona Micro-OIS as a training/placement aid; SOICC assistance with neighborhood job skills inventory; utilization of SOICC/LMI publications; and ICDM training of staff.

Jenkins-King Charles

3. **Civilian Training Inventory (CIVTRAIN) — The Use of OIS Training Data by the Naval Reserve**

Chair: Dr. Harvey Ollis, NOICC

Speakers: Capt. James Carter, USNR

Joni Gilton, Texas SOICC

Fritz Fichtner, SOICC Director, Pennsylvania

CIVTRAIN is a computerized inventory of civilian training NOICC has developed for the U.S. Naval Reserve using state educational data from SOICC Occupational Information Systems (OIS's). This session will include a demonstration of CIVTRAIN and plans for 1988-89, including an 8 state demonstration and a new AMA Allied Health data base.

Cypress

4. **Testing Occupational Performance (TOP)**

Chair: Robert Sherer, SOICC Director, Michigan

Speaker: Dr. Scott D. Whitener, Executive Director, National Occupational Competency Testing Institute (NOCTI)

James D. Broman, Consultant and Project Director, Ferris State University

Employees and educators are now asking "Show me what you can do" rather than "Tell me what you know." The National Occupational Testing Institute (NOCTI) will address the practices and procedures for establishing quality through teacher, student, and industrial occupational competency testing in business, government, industry, and education.

NOON **Exhibits Close**

NOON - 1:30 pm **NOICC/SOICC Awards Luncheon (see separate Program)**

Willow

Speaker: Juliette Lester, Executive Director NOICC

1:45 pm - 2:45 pm **Select from four concurrent sessions.**

Colleton

1. **Using a CIDS with At-Risk Youth: Development of a Planning Model**

Chair: Chuck Mollerup, SOICC Director, Idaho

Speakers: Dr. Deborah P. Bloch, Assistant Professor, Baruch College, CUNY

Dr. Bruce McKinlay, Executive Director, National Career Information System

Over the past two years, National CIS has been carrying out a research and development project designed to identify effective models for using the Career Information System to assist at-risk youth. The outcomes of the research, incorporated in a handbook, include 15 model programs, integrating CIS and a variety of other activities and resources, serving at-risk youth in schools and agencies.

Drayton

2. **Development of Wage Data**

Chair: Dr. Victor P. Racicot, Director, SOICC of New Hampshire

Panel Members:

George Nazer, Assistant Supervisor, Reports and Analysis, New Hampshire Department of Employment Security

Elliot Winer, Chief, Economic Research and Analysis, Massachusets Division of Employment Security

John Matthews, LMI Services, Utah Department of Employment Security

This workshop will focus on how Massachusetts, New Hampshire and Utah approach the development of wage data. Mr. Nazer will describe the development and implementation of the "1987 Wages for New Hampshire" and its sister publication, the "1987 Employees Benefits for New Hampshire." Mr. Winer will discuss a new wage survey program for collecting occupational wage data in Massachusetts. Mr. Matthews will describe Utah's occupational wage survey program which requires a personal computer.

Jenkins-King Charles

3. **Improve Career Decision Making (Inservice)**

Chair: Valerie Lloyd, NOICC

Panel Members:

Ted Woodhouse, SOICC Director, Washington

Ted Bruce, SOICC Director, Florida

Pat Schwallie-Giddis, Florida Coordinator for Career Development

This session is a preview of the all-new PY 1988 ICDM Inservice Program curriculum and materials. Also, learn about Florida's ICDM evaluation workshops in which they developed a report of policy and funding recommendations for the Commissioner of Education and the Secretary of Labor.

Cypress

"4. **How to Use Labor Market Information in Planning**

Chair: Jesus Hernandez Rios, SOICC Director, Puerto Rico

Speaker: Paul Harrington, Associate Director, Center for Labor Market Studies, Northeastern University

This presentation focuses on developing an understanding of the role and use of labor market information in education and employment and training program planning and evaluation.

2:45 pm - 3:00 pm **BREAK**

3:00 pm - 4:00 pm
Willow

General Session - Work Force Demographics: Implications for Social Policies Related to Career Development

Introduction: Juliette Lester, Executive Director, NOICC

Speaker: Dr. Ken Hoyt, University Distinguished Professor, Kansas State University

America's workforce is changing. Projected new entrants will, in a demographic sense, differ in many ways from most current members. These differences pose serious problems for society and major challenges to career development professionals.

5:00 pm - 6:30 pm
Hospitality Suite 2-J

Hospitality — Reception Sponsored by ACSCI and South Carolina IAPES

THURSDAY, JULY 28, 1988

POST - CONFERENCE SCHEDULE

8:30 am - Noon
Hampton

ACE Consortium Meeting

9:00 am - 5:00 pm
Edmunds

ICESA LMI Committee Meeting

Planning Committee

Dr. Mary Beth McCormac
National Occupational Information Coordinating Committee

Ms. Betty Nicholson
National Occupational Information Coordinating Committee

Ms. Carol Kososki
South Carolina Occupational Information Coordinating Committee

Ms. Angeleen Hunter
South Carolina Occupational Information Coordinating Committee

Dr. Evelyn Lavaty
Nebraska Department of Education

Mr. Gary Crossley
Interstate Conference of Employment Security Agencies, Inc.

Ms. Nancy Hargis
Oregon Occupational Information Coordinating Committee

Mr. Stan Butterworth
Arizona Occupational Information Coordinating Committee

Mr. Ted Popoff
Indiana Occupational Information Coordinating Committee

Mr. Victor Racicot
New Hampshire Occupational Information Coordinating Committee

Exhibitors

ACE Distribution Services
c/o Kansas Careers
363 Bluemont Hall
Kansas State University
Manhattan, KS 66506

American College Testing Program
2201 N. Dodge Street
P.O. Box 168
Iowa City, IA 52243

Career Information System
1787 Agate Street
University of Oregon
Eugene, OR 97403

CFKR Career Materials, Inc.
P.O. Box 437
Meadow Vista, Ca 95722

CSG Careerware
955 Green Valley Crescent
Ottawa, Ontario Canada
K2C3V4

COIN Educational Products
3361 Executive Parkway
Suite 302
Toledo, OH 43606

EDITS: Educational & Industrial Testing Service
P.O. Box 7234
San Diego, CA 92107

Houghton Mifflin Company
Education Software Division
P.O. Box 683
Hanover, NH 03755

Meridian Education Corporation
236 E. Front Street
Bloomington, IL 61701

National Center for Research in Vocational Education
1960 Kenny Road
Columbus, OH 43210

Network Data Dystems, Inc.
3419 Pierson Place
Flushing, MI 48433

NOCTI
409 Bishop Hall
Ferris State University
Big Rapids, MI 49307

Orchard House, Inc.
112 Balls Hill Road
Concord, MA 01742

People Builders International
110 N. Lake Drive
Lexington, SC 29072

Peterson's Guides
166 Bunn Drive
Princeton, NJ 08540

South-Western Publishing Company
5101 Madison Road
Cincinnati, OH 45227

U.S.A. Today
1338 Hundred Oaks Drive
Charlotte, NC 28217

Vocational-Technical Education Consortium of States
1866 Southern Lane
Decatur, GA 30033

Wintergreen Software, Inc.
P.O. Box 1229
Madison, WI 53701

Special thanks to:
COIN Educational Products
for donation of Exhibitor's Grand Prize
and workshop attendance prizes

The Omni Hotel
At
Charleston Place
130 Market Street
Charleston, SC 29401-3133
(803) 722-4900
WILLOW
MAGNOLIA
BALLROOM
LIVE OAK
DOGWOOD
CYPRESS
JENKINS-KING CHARLES
JENKINS
KING CHARLES
VIP CONF
VIP ANTE
HAMPTON
BARSDEN
EDMUNDS
FENWICK
RILEY
Office
2 M
Hospitality Suites
Corridor
YOU ARE H
2 L
REST ROOM
DRAYTON
COLLETON
BEAUFREDARD
ASHLEY COOPER
2 K
2 J
Courtyard
2 H
2 G
2 F
2 E